PRESIDENT'S COLUMN
Loretta Czernis: This academic year inspire students with straight talk.
See Page A3

BOOKSHELF
John Hoddinott: Building better teachers.
See Page A6

ACTUALITÉS
Un règlement favorable est enfin trouvé dans l'affaire Chun.
Voir Page A9

Brandon: Deadly Cancer A2
Manitoba: Video Held Hostage A5
Chapela obtient la permanence A8
Chun Wins Resolution with U of T A11
Carrières B1

CAUT ACPPU
BULLETIN
Canada's Voice for Academics
La voix des universitaires du Canada

VOL 52 / NO 7 SEPTEMBER 2005 SEPTEMBRE CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS / ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

Crisis at First Nations University

THE First Nations University of Canada (FNUC) is in a deepening crisis that threatens the future of the institution.

Trouble began in mid-February when the chair of the board of governors, Morley Watson, suspended three senior administrators indefinitely and replaced them with his appointees; had copies made of the university's central server drive containing faculty records, research and email and student records; and commissioned an audit without providing specific allegations to the FNUC board or the community.

Watson was appointed board chair after being elected first vice-chief of the Federation of Saskatchewan Indian Nations (FSIN), the political body that selects all but a handful of FNUC board members.

Watson's actions bypassed longtime and highly respected FNUC president Eber Hampton who told the board in May that attempts to resolve governance issues had not been successful.

Hampton said that "because of my grave concerns following the events which began on February 17, 2005 regarding departures from the mode and manner of governance of the university, as stipulated by FSIN legislation," he had retained counsel who summarized concerns "about the liability and reputational risks created as a result of board resolutions purporting to surrender certain powers to vice-chief Watson and subsequent illegal suspensions imposed by vice-chief Watson."

Hampton concluded that his two meetings with Watson, their legal counsel and a third party mediator had failed. "At both meetings I proposed solutions to governance issues and steps to protect the interests of the university, while facilitating, even enhancing, the completion of the audit. My recommendations involved diminishing the unilateral control being exercised by vice-chief Watson with respect to the affairs of the university and they were rejected."

FNUC's academic vice-president Denise Henning publicly expressed her objection to the copying of all faculty material on the central server and the monitoring of faculty email. Along with 20 staff, she demanded the illicitly copied faculty personnel and student information be returned immediately.

The university's elders wrote the board to add their voice of concern to how Watson and the board were acting.

"There is a real sense of fear, insecurity and a basic hostile working environment," one faculty member wrote to the University of Regina Faculty Association, which represents academic, professional, technical and administrative staff at FNUC. "Everyone is scared to talk freely or openly or send any personal or confidential material via email. An extreme stress level is now in place."

A Tough Situation — Events in recent months are deeply troubling to students and staff, including Dawn Tato, dean of FNUC's Regina campus, who was fired in July for speaking out and respected teacher and researcher Blair Stonechild, who was prevented from speaking at a conference.

Members of the university's academic council wrote to the board urging it "to reassure the faculty, management and staff that governance interference will never be taken again here."

They also said that the recent events violate "not only human rights and human decency, they also violate the spirituality of Indian people that we and the Elders try to bring to First Nations University. They violate the law, both Indian and non-Indian. They violate the collective agreements signed by the board of governors…"

URFA filed a number of grievances over violations of the collective agreement by Watson and his colleagues in their handling of matters. When the employer failed to respond, the association sought intervention by the Saskatchewan Labour Relations Board.

In April, CAUT executive director James Turk was invited to speak at FNUC. During the meeting he praised what had been achieved at FNUC before these events, but warned that the future of the institution was being put in jeopardy because of disregard for proper governance practices and denial of academic freedom.

In August, Claire Morris, president of the Association of Universities and Colleges of Canada met with FNUC officials because of the apparent disregard within FNUC of academic freedom, collegial governance, and lack of an arms-length relation between the FNUC board and the FSIN. The AUCC board will receive a report from Morris at its October meeting and consider whether to revoke the institution's membership in the AUCC.

Devastating Consequences

The crisis has had devastating consequences for FNUC.

President Hampton has left to take a position at the University of Regina.

Subsequently, in early July, acting president Charles Pratt walked into the office of the dean of FNUC's Saskatoon campus, Winona Wheeler, a member of the George Gordon First Nation north of Regina, and wordlessly gave her a letter and left. The letter advised her that her position was being eliminated. She was told by associates accompanying Pratt that she was to leave her office immediately. The next day, nearly 30 students held a protest along the university's steps against Pratt's action.

See CRISIS Page A9

Academic Freedom Fund Donors

Faculty Associations

$1 Million

University of New Brunswick (AUNBT) — $50,000
University of Guelph (UGFA) — $25,725
Saint Mary's University (SMUFU) — $22,000
University College of Cape Breton (UCCBFAUT) — $11,000
University of Victoria (UVicFA) — $12,000
McMaster University (MUFA) — $20,000
Mount Saint Vincent University (MSVUFA) — $14,000
University of Waterloo (FAUW) — $20,000
University of Calgary (TUCFA) — $28,605
Association of Nova Scotia University Teachers — $1,000
University of Regina (URFA) — $10,000
Mount Allison University (MAFA) — $12,500
University of Winnipeg (UWFA) — $2,000
Algoma University College (AUCFA) — $680
Federation of Post-Secondary Educators of B.C. — $10,000
Queen's University (QUFA) — $25,000
McGill University (MAUT) — $20,000
Nova Scotia College of Art and Design (FUNSCAD) — $500
Canadian Military Colleges (CMCFA) — $10,000
Athabasca University (AUFA) — $10,000
Memorial University of Newfoundland (MUNFA) — $23,320
Manitoba Organization of Faculty Associations — $1,000
Acadia University (AUFA) — $23,400
Université de Moncton (ABPPUM) — $4,500
University of Toronto (UTFA) — $100,000
Brandon University (BUFA) — $10,000
Simon Fraser University (SFUFA) — $10,000
Trent University (TUFA) — $25,000
Brock University (BUFA) — $10,000
University of Prince Edward Island (UPEIFA) — $4,000
University of Saskatchewan (USFA) — $24,000
University of Manitoba (UMFA) — $17,000
St. Francis Xavier University (StFXAUT) — $25,000
Augustana University College (AUCFA) — $3,000
University of Lethbridge (ULFA) — $3,660
Laurentian University (LUFA) — $7,000
Bishop's University (APBU) — $7,500
Dalhousie University (DFA) — $10,000
St. Thomas University (FAUST) — $4,000
Ryerson University (RFA) — $20,000
Wilfrid Laurier University (WLUFA) — $15,000
Brescia University College (BFA) — $500
Université Sainte Anne (APPBUSA) — $2,000
University of Western Ontario (UWOFA) — $45,000
Université de Hearst (APUH) — $500
Nipissing University (NUFA) — $1,000
University of Alberta (AASUA) — $31,700
Université de Moncton (ABPPUMCE) — $2,750
University of British Columbia (UBCFA) — $25,000
University of Northern British Columbia (UNBCFA) — $2,000

PLEDGED TO DATE: $762,840

The MORTGAGE Centre
Discount Rates Page A11

Fair Employment Week
24–28 October 2005

CAUT ACPPU
BULLETIN

PUBLISHED BY/PUBLIÉ PAR
Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

2675, promenade Queensview Drive,
Ottawa (Ontario) K2B 8K2; Tel: 613/820-2270;
Fax: 613/820-2447; Email: duhaime@caut.ca

PRESIDENT/PRÉSIDENTE
Loretta Czernis

EXECUTIVE DIRECTOR/DIRECTEUR GÉNERAL
James Turk

MANAGING EDITOR/RÉDACTRICE EN CHEF
Liza Duhaime

ADVERTISING/PUBLICITÉ
Johanne Smith

CIRCULATION/DIFFUSION
Jocelyne Fortier

BULLETIN ONLINE/BULLETIN INTERACTIF
Cynthia Wagner

GRAPHIC DESIGN/GRAPHISME
Kevin Albert

SUBSCRIPTIONS/ABONNEMENT
Natalie Savard (savard@caut.ca)

EDITORIAL BOARD/COMITÉ DE RÉDACTION
Loretta Czernis, James Turk, Mark Gabbert, David Robinson, Greg Allain, Liza Duhaime

COMMENTS? QUESTIONS?
Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

COURRIER DES LECTEURS
La rédaction invite les lecteurs à lui écrire. La longueur des textes est limitée à 300 mots. L'ACPPU se réserve le droit de choisir les lettres qui seront publiées. En règle générale, les lettres portant sur des griefs particuliers à l'échelle locale ne seront pas publiées ni celles que l'ACPPU estime diffamatoires ou dont le sujet dépasse le cadre des activités de l'ACPPU ou a été suffisamment débattu par d'autres correspondants.

The *CAUT Bulletin* is published each month September through June. Average distribution 39,500. Indexed in the Canadian Education Index. ISSN 0007-7887. Available in microform from Micromedia, 20 Victoria Street, Toronto, ON M5C 2N8. Career ads and a selection of articles are available via the Bulletin Online at www.caut.ca.

Copyright: Reproduction without written permission by the publisher and author is forbidden. Copyright in letters and other materials submitted to the publisher and accepted for publication remains with the author, but the publisher may choose to translate and/or reproduce them in print and electronic form. All signed articles express the view of the author(s).

Le *Bulletin de l'ACPPU* est publié chaque mois, de septembre à juin. Tirage moyen : 39 500. Répertorié dans le Répertoire canadien sur l'éducation. ISSN 0007-7887. Le *Bulletin* est disponible sur microforme auprès de Micromedia, 20, rue Victoria, Toronto (Ontario) M5C 2N8. Les annonces d'emplois et un choix d'articles sont reproduits dans le Bulletin interactif, sur le site www.acppu.ca.

Droit d'auteur : Il est interdit de reproduire des articles sans l'autorisation de l'éditeur et de l'auteur. L'auteur conserve le droit d'auteur pour les lettres et autres documents soumis à l'éditeur et acceptés aux fins de publication. L'éditeur peut cependant choisir de les traduire ou de les reproduire, ou les deux, sous forme imprimée et électronique. Tous les articles signés n'engagent que leurs auteurs.

PRIVACY POLICY
CAUT's privacy policy is compliant with the national privacy standard set out in the Personal Information Protection and Electronic Documents Act. A complete copy of the CAUT privacy policy is available at www.caut.ca.

LA PROTECTION DES RENSEIGNEMENTS PERSONNELS
La politique relative à la protection des renseignements personnels de l'ACPPU est conforme à la *Loi fédérale sur la protection des renseignements personnels et les documents électroniques*. Vous pouvez vous procurer un exemplaire de la politique à www.acppu.ca.

MEMBER OF/MEMBRE DE
Canadian Association of Labour Media
L'Association canadienne de la presse syndicale

CALM ACPS

PRINTED IN CANADA BY/IMPRIMÉ AU CANADA PAR
Performance Printing, Smiths Falls

NEWS ACTUALITÉS

Proposed Copyright Law Reflects Struggle Between Users & Owners

Bill C-60 favours the rights-owners' view of copyright, but for the education & library sectors it still holds a measure of promise.

CANADA'S slow moving copyright reform process took a lurch forward over the summer with the first reading of Bill C-60 — An Act to Amend the Copyright Act. The new legislation attempts to bring copyright law in line with modern information technology.

"C-60 is part of the long struggle between those who think the Copyright Act is a tool for private business and those who consider it a regulator of public good," said Ken Field, chair of CAUT's copyright working group.

Field, a librarian at Trent University, has been involved in the issue since the last major round of copyright reform in the late 1980s.

"Corporate rights-owners in the publishing and entertainment industries want to shut down any use that they can't charge for," Field said. "The education community needs legislation that enhances traditional forms of open sharing and free copying such as library lending and fair dealing."

Bill C-60 favours the rights-owners' view of copyright, but for the education and library sectors it still holds a measure of promise.

"'It could have been a lot worse' is hardly a rallying cry, but the final bill represents a drastic improvement on the original parliamentary proposals," Field said. "It's not acceptable, but we have to acknowledge that the copyright landscape is starting to shift."

Underlying this shift is the gradual decline in the traditional copyright dichotomy between users and creators of works of art and literature. As the publishing and entertainment industries amalgamate into fewer and fewer large entities, the individual artists upon whose creativity they depend are increasingly reluctant to let the corporations speak for them on matters of copyright.

Individual creators identify the Internet as a way directly to reach an audience and are reluctant to cede complete control of the medium to the corporate sector. While the interests of creators and users, such as educational institutions and libraries, are not identical, there is growing common ground and this new reality is reflected in C-60.

The bill's main focus is the Canadian implementation of two World Intellectual Property Organization (WIPO) treaties. This is a long-standing demand of the publishing and entertainment industries, who see it as a crucial step in cementing their lock on the ownership and distribution of all digital information. Their hope is for legislation that will completely protect Rights Management Information (RMI) and Technological Protection Measures (TPMs) — the electronic code inserted in digital works to mark identity and prevent unauthorized reproduction.

For educators and librarians, implementation raises significant concerns. RMI can, through oversight or deliberate design, misidentify ownership or even claim the existence of copyright in a work for which no copyright resides. TPMs rarely distinguish between legal and illegal copying, preventing the pirating of a popular song for commercial gain but also the lawful copying of a portion of a journal article for private study, an activity allowed under the Copyright Act.

WIPO obliges Canada to broadly prohibit tampering with RMI and TPMs, but provides leeway for countries to adapt the treaties to their individual circumstances. Following the advice of educators and librarians — and over the protests of rights-owners — C-60 prohibits removal or alteration of RMI and TPMs, but only if done for the specific purpose of infringing copyright.

This is a subtle but important difference from a blanket prohibition because it allows users to amend RMI and circumvent TPMs for lawful purposes such as fair dealing and archival preservation. C-60 — to the horror of Hollywood — contains no ban on devices that facilitate alteration and circumvention, recognizing that there are legitimate reasons for such acts.

Another rights-owners' demand was to increase Internet Service Provider (ISP) liability for copyright infringement occurring on their systems. Industry preference was for a draconian "notice and take down" regime that would compel ISPs to remove material from the Internet based on allegations of copyright infringement. Instead, C-60 contains a "notice and notice" system requiring ISPs to pass on to their clients any infringement concerns that rights-owners might wish to express.

While WIPO implementation and ISP liability did not pan out exactly as the entertainment and publishing industries hoped, they still have a robust presence in C-60. Rights-owners also achieved a crucial victory with the creation of a "making available right" that will assist their efforts to contain movie and music piracy.

Library and education communities can claim some solace in the fact that limitations were placed on the rights-holders gains, but on their own issues, the user community gained almost nothing.

Bill C-60 contains no mention of U.S.-style fair dealing for the purposes of education — the right to make multiple copies of material for classroom use (Canadian law allows teachers to only make single, dry-erase chalkboard copies). Nor does it propose a specific education amendment confirming that teachers and students can freely use material posted on the Internet. Instead, C-60 provides a limited right to use digital materials for distance education, but onerous time limitations and administrative requirements sharply undercut its usefulness.

Libraries argued for the right to treat digital and paper copies of material in the same manner for purposes of interlibrary loans. What they received was permission to digitize hard copy material for the purposes of interlibrary loans, but no right to lend material originally received in digital format.

A host of other issues raised by the user community, such as reform of statutory damages and crown copyright and limitations on the ability of "shrink wrap licenses" to negate statutory rights, received no mention at all.

"The entertainment industry has made gains in C-60, but for the first time they didn't get every last thing they asked for," Field said. "It is a modest start but we have to recognize that legislators are realizing that copyright serves both creativity and use, not simply private business."

Committee hearings into C-60 are expected to start soon with the resumption of parliament in October.

Field speculated it's unlikely the bill will be passed by this parliament, given the likelihood of an election in the near future. "CAUT is in this for the long haul," he said. "We will defend the modest gains made in C-60 and push aggressively for our issues, including fair dealing for the purposes of education, in the next reincarnation of the bill." ■

Brandon University Hit by Cancer Linked to Asbestos Exposure

TWO Brandon University staff members have been diagnosed with mesothelioma, a deadly cancer caused by asbestos exposure.

One of the affected individuals is a faculty member and the other is a retired maintenance engineer.

Built in the 1960s, the university's buildings contain asbestos products, as was common in buildings constructed at that time.

Brandon University Faculty Associations, in concert with the other on-site unions, is tackling the issue of workplace asbestos from several angles, including training. CAUT will be providing a joint union education session on joint health and safety committees and asbestos in the workplace.

Laura Lozanski, CAUT's health and safety officer, said while workplace practices to remove the hazard are now being improved, the Brandon administration "is taking the very commendable step of contacting all employees who have worked at the university to advise them of possible exposure to asbestos during the course of their work duties."

CAUT launched a National Asbestos Awareness Campaign last November after three cases of mesothelioma were identified at the University of Manitoba.

"The importance of workplace safety and the worker's right to know cannot be stressed enough," CAUT president Loretta Czernis said. "Academic staff associations will need to be vigilant about identifying workplace hazards and ensuring that joint health and safety committees are notified so that appropriate action and prevention can be taken." ■

Asbestos campaign information is available on CAUT's website at www.caut.ca/en/issues/asbestos/default.asp.

Version française à la page A13.

COMMENTARY
TRIBUNE LIBRE

PRESIDENT'S COLUMN

Inspire Students with Straight Talk

By LORETTA CZERNIS

DURING my summer vacation I reread *The Dissenting Academy*, edited by Theodore Roszak. This book contains the famous essay "The Responsibility of Intellectuals," by Noam Chomsky, first published in this book. It got me thinking about teaching and learning. At the beginning of another academic year there is much that students hope to learn from me.

I chose the academic life to participate in a community of scholars. I would have joined the business world had I been interested in money and prestige. I want to introduce my students to the life of the mind, and I want to help them to become good citizens.

Roszak writes: "To be an intellectually vital man of letters during the Enlightenment ... implied citizenship. It implied exercising what Peter Gay called 'the sovereign rights of criticism,' which in turn implied calling into question all authority, privilege, and tradition." (p. 28)

The students have to start where they are. They bring with them experiences and backgrounds that in many cases are very different from my own. I try to be open to and to learn from their experiences.

I explain to them that there is always more to learn about teaching. I promise not to exploit them or to drag them into departmental feuds. They can only learn from collegial battles that universities and colleges can be very unpleasant places.

The hardest part of the teaching (for me) begins with tolerating their biases and assumptions. I try to show them how to formulate better questions before they reach for answers. I try to help them progress intellectually by introducing them to the problem of social context.

To quote Chomsky: "If it is the responsibility of the intellectual to insist upon the truth, it is also his duty to see events in their historical perspective." (p. 285)

I also tell students what I think, and try to show them how I arrived at what I think. I want them to feel free to speak openly and to disagree with one another. I give them individual work and group work so they learn the value of listening to and working with others.

From Robert Engler: "The university offers the ideal and the potential mechanism for a community of intelligence and conscience which might yet develop dialogue in the larger community. If the teachers and the students ... do not recognize the imperative, then where else can this society turn?" (p. 207)

Silence and fear diminish us as human beings and as scholars. If we want to inspire our students, this year and beyond, we need to speak openly. We must use our academic freedom in the classroom. ■

LE MOT DE LA PRÉSIDENTE

Dans la salle de classe : dire franchement les choses

Par LORETTA CZERNIS

PENDANT mes vacances d'été, j'ai relu l'anthologie *The Dissenting Academy*, publiée sous la direction de Theodore Roszak et dans laquelle est paru pour la première fois le célèbre essai de Noam Chomsky, *La responsabilité des intellectuels*. Cette lecture m'a amenée à réfléchir sur la démarche d'enseignement et d'apprentissage. En ce début d'une nouvelle année universitaire, les étudiants attendent de moi que je leur transmette un large bagage de connaissances.

J'ai choisi de faire carrière au sein du milieu universitaire afin de participer aux travaux d'une communauté de chercheurs. J'aurais intégré le monde des affaires si j'avais été attirée par l'argent et le prestige. Ce que je veux, c'est initier mes étudiants à la vie de l'esprit et les aider à devenir de bons citoyens.

Theodore Roszak écrit : « Au siècle des Lumières, l'homme de lettres intellectuellement remarquable jouissait des droits afférents à la qualité de citoyen. Cela impliquait l'exercice de ce que Peter Gay appelait le "droit souverain de critiquer", lequel impliquait par voie de conséquence le droit de remettre en question tous les pouvoirs, privilèges et coutumes. » (traduction libre)

Les étudiants doivent commencer là où ils se situent. Ils apportent avec eux leurs expériences et leurs bagages qui, dans bien des cas, sont fort différents des miens. J'essaie de faire preuve d'ouverture d'esprit et de tirer les enseignements de leurs expériences. Je leur fais comprendre que nous n'en savons jamais trop sur l'enseignement. Je promets de ne pas les exploiter ni de les entraîner dans les querelles de départements.

Je tiens un discours franc aux étudiants et j'essaie de les aider à progresser.

La seule leçon qu'ils peuvent tirer de ces batailles intestines, c'est que les universités et les collèges peuvent se révéler des endroits très déplaisants. Le plus difficile dans l'enseignement (pour moi, du moins), c'est de tolérer les idées préconçues et les présomptions des étudiants. J'essaie de leur apprendre à améliorer la formulation de leurs questions avant qu'ils ne trouvent les réponses. J'essaie de les aider à progresser sur le plan intellectuel en les sensibilisant au problème du contexte social.

Pour citer Chomsky : « Si l'intellectuel a la responsabilité de réclamer la vérité, il a aussi le devoir de situer les faits dans leur perspective historique. » (traduction libre)

Je tiens aussi un discours franc à mes étudiants et j'essaie de leur montrer comment je parviens à mes réflexions. Je veux qu'ils se sentent libres de parler franchement et de n'être pas du même avis que les autres. Je leur donne des travaux à faire seul ou en groupe afin qu'ils apprennent les bienfaits de l'écoute et du travail d'équipe.

Robert Engler écrit : « L'université offre le mécanisme potentiel idéal pour une communauté d'intelligence et de conscience susceptible d'établir le dialogue dans la collectivité en général. Si les professeurs et les étudiants ... n'en reconnaissent pas la nécessité, vers où, donc, cette société peut-elle se tourner? » (traduction libre)

En tant qu'êtres humains et universitaires, nous sommes diminués par le silence et la peur. Pour réussir à animer nos étudiants, durant la nouvelle année qui commence et bien au-delà, nous devons dire franchement les choses. Nous devons exercer notre liberté académique dans la salle de classe. ■

Consolations of a Semi-Private Intellectual

By JAY NEWMAN

GILLES Paquet, the affable president of the Royal Society of Canada, turned up a short while ago in Guelph for a rare regional meeting of the society, and in his hortatory comments stressed the immense cultural good the learned fellows of this venerable body could accomplish if they helped fill Canada's need for "public intellectuals." Some senior fellows in attendance, several long retired, seemed more than a trifle jaded, but others were prepared to take Paquet's challenge seriously.

Canadian scholars may well be under some obligation to make their voices heard in the mass media and not only in classrooms and at professional conferences, and may be all the more obliged if they find themselves being persistently critical of the low level of intellectual discourse in the public forum. Perhaps, as Paquet suggested, most of this country's more learned and accomplished academics have not so much been disregarded and marginalized by those who control the public forum as they have been timid and half-hearted in their endeavours to be heard in the public forum.

Paquet is himself one of Canada's foremost public intellectuals. Urbane, lively, fluent in both official languages, and knowledgeable about all sorts of practical matters that mass media executives consider of paramount social importance, Paquet is well suited for the role. The fact is, though, that few academics — or at least few of the more cerebral and erudite types in the ivory tower — have Paquet's skills as a commentator.

On television and radio, and even when being quoted in the print media, university scholars far more often than not seem to be somewhat out of their depth, which after all should not be surprising when one considers that most scholars may indeed be too deep for the shallow waters of the mass media.

There was a time when I responded wholeheartedly to my university's efforts to put my name before its media contacts as an "expert" on various ethical and cultural issues of the day. Though an effective classroom teacher and an animated and amusing conversationalist, I was not much of a success as a public intellectual, and I soon enough reflected that it would be wise for me to follow Socrates in avoiding public life and going instead "where I could do the greatest good privately" to those I aspire to serve.

Yet a professor cannot be a "private intellectual" even while declining to be a "public" one. A professor is not a private scholar but a teacher, and a dedicated and effective teacher not only enriches the lives of individual students but also the cultural life of several communities. A professor also devotes considerable time to the publication of ideas, that is, making public of ideas from which any number of people stand to benefit, even people in future generations who will not remember anything said by the celebrities paraded before us on popular talk shows.

I grant that I derived satisfaction from being seen and heard in the broadcast media by family and friends, and I acknowledge that my neighbours and local shopkeepers would never have realized I really am a somebody had it not been for my very brief career as a public intellectual. Still, I do not much miss dealing with media people. The last time I spoke on a CBC call-in show, a producer or technician informed me through my headphones that I was "doing fine but need to keep the answers shorter."

Professors can't be 'private intellectuals' even while declining to be 'public' ones.

This pretty well summed up all my previous experiences in the mass media: to succeed in the mass media, one must do what broadcasters and journalists want and expect one to do. When serving politicians and business leaders in the public forum, one has to be prepared to be treated even more directly as an instrument in a project that is far from being essentially educational. But can one then be faithful to one's vocation as a professor? Some undoubtedly can, but for me it was a struggle.

Perhaps my unease among media types and kindred figures in politics and business can be traced in part to my suspicion that José Ortega y Gasset was on to something when he proposed in *Mission of the University* that to the extent that the public forum is dominated by media people, it is ultimately controlled by those whose agenda is diametrically opposed to that of the authentic intellectual. I certainly took Marshall McLuhan seriously when in *Understanding Media* he posed the question, "Is not the essence of education civil defence against media fall-out"?

It is hard for me to believe journalists, broadcasters, and others

See CONSOLATIONS Page A11

— PHOTO: MARTIN SCHWALBE —

CATALYST FOR SUCCESS

Seymour Schulich knows the value of recognizing potential. In the early 1960s, he was given a boost by a $1,600 university scholarship that was the first step to his notable business success.

Now, as one of the country's foremost philanthropists, Mr. Schulich enables countless students to realize their potential. His donation of $25 million to the University of Calgary's Faculty of Engineering is being matched by a contribution from the Government of Alberta for a total of $50 million. The endowment creates more than 100 new scholarships and bursaries of up to $20,000 a year for students who are leaders in academics, community service and entrepreneurial efforts.

Mr. Schulich's commitment to students goes even further. Significant funds will be provided for student enrichment, through field trips, clubs, associations and job placement. These future engineers and community leaders will get an experience of a lifetime.

The faculty will be named the Schulich School of Engineering in recognition of Mr. Schulich's remarkable contribution — a first for engineering schools in Canada. The benefaction will create exceptional opportunities for the school to recruit and retain the finest students and faculty, positioning the University of Calgary as the first choice in engineering education and research.

Mr. Schulich, you made it possible. Thank you.

SCHULICH School of Engineering
UNIVERSITY OF CALGARY

For more information, visit www.schulich.ucalgary.ca

NEWS ACTUALITÉS

Video Held Hostage

UNIVERSITY of Manitoba professor Stéphane McLachlan and his doctoral student Ian Mauro have asked CAUT for assistance in releasing their research video on genetically modified crops.

Since 2002 the University of Manitoba has effectively blocked the release of "Seeds of Change: Farmers, Biotechnology and the New Face of Agriculture," which looks at the impacts of GM crops on farmers and the environment in western Canada.

The video, developed with funds from the Social Science and Humanities Research Council, is part of McLachlan and Mauro's internationally recognized farmer-focused research on GM crops.

"Release of our research has been systematically blocked by the university administration, our right to academic freedom has been infringed, and we can only wonder if this is largely due to the corporate presence of Monsanto on our campus," McLachlan said.

The video makes extensive use of surveys, interviews and film footage and McLachlan and Mauro worked with local Winnipeg filmmaker Jim Sanders, who helped them shoot and edit interviews with farmers and other groups.

According to McLachlan, the video summarizes both the benefits and risks associated with the use of GM technology and makes a controversial link between the advent of GM crops and rural decline. It also looks at the role of the biotech company Monsanto, a leading corporate promoter of GM crops.

"The concerns and experience-based knowledge of farmers are missing from the GM crop debate and our research video aimed to change this," Mauro said. "Unfortunately, we had one problem: the university has prevented and continues to prevent its release."

Prior to the video's production, the University of Manitoba was home to the only on-campus Monsanto research station in Canada.

McLachlan and Mauro have criticized the corporate-academic partnership and feel their critique surrounding the partnership may have prevented the release of their video.

McLachlan said it wasn't until the spring of 2005 that "we realized the full extent to which this partnership was undermining our research programme."

At the same time the university was delaying the researchers' video, it was negotiating with Monsanto to relocate the company's Canadian corporate headquarters to the university's industrial research "Smart Park."

A current clause in the faculty collective agreement allows the university 50 per cent control of copyright in the video. In the fall of 2002, university officials expressed concern that the video contained controversial statements about the biotechnology industry and they feared litigation by Monsanto. They also refused to allow release of the video unless McLachlan and Mauro indemnified the university against all lawsuits, claiming the university did not have appropriate insurance coverage to protect against such threats.

"The university's unwillingness to relinquish its portion of the copyright has derailed the entire project," McLachlan said. "This has been a drawn out, frustrating and damaging experience. The effect of the university's actions has been to suppress the distribution of our research." ■

Education Funding Level at 25-Year Low, CAUT Report Says

A CAUT report released last month shines new light on the financial woes facing universities and colleges and calls on the provinces and Ottawa to negotiate a new funding arrangement for post-secondary education.

"Financing Canada's universities and colleges: How Ottawa and the provinces can fix the funding gap," shows that provincial grants to universities and colleges, adjusted for inflation and measured on a per capita basis, were nearly 9 per cent — or $1.2 billion — lower in 2004–2005 than in 1992–1993.

Provincial spending patterns, however, varied widely. In Ontario, real per capita funding fell by 30 per cent, while spending rose by more than 27 per cent in Saskatchewan.

"These variations reflect the fact that different provinces made different policy choices under very similar fiscal circumstances," CAUT president Loretta Czernis said.

Czernis said federal spending on research has risen substantially in the past decade, but the real problem has been declining support for operating grants. When adjusted for inflation and population growth, the federal cash contribution available for post-secondary education in fiscal 2004 is estimated to be 40 per cent lower than in 1992–1993. As a share of the economy, this is its lowest level in 25 years.

The report recommends the creation of a new education transfer that provides stable and predictable federal cash funding in exchange for a provincial commitment to boost grants to universities and colleges.

"One of the principal problems with the current transfer for post-secondary education is that any increase is solely at the discretion of the federal government," Czernis said. "This means the provinces must regularly make demands on Ottawa for more money, and this invariably leads to the all too familiar and politicized debates between the two levels of government. If Ottawa and the provinces really do believe that post-secondary education is a priority, then now is time they back up their words with a new partnership and a renewed financial commitment."

The report was released just prior to the annual meeting of provincial premiers where concern about post-secondary education dominated discussions. The premiers concluded their meeting by calling on the federal government to restore transfer payments for post-secondary education to 1994–1995 levels.

The premiers also invited Prime Minister Paul Martin to meet with them in November to discuss a Canada-wide education and training strategy. ■

CAUT's report is available online at www.caut.ca/en/publications/educationreview/default.asp.

Version française à la page A8.

RETIRING?
Supplemental Health & Dental Benefits Now Available

- **Guaranteed coverage.**
- **No age limitations.**
- **No medical questions.**

Retired associate members must apply for coverage within 60 days of leaving their group plan.

The Canadian Association of University Teachers is pleased to make available a new supplemental health and dental plan for retirees at competitive rates. This comprehensive plan underwritten by Manulife Financial, one of Canada's leading health insurers, will ensure you and your family can maintain many of the health benefits previously enjoyed under your group plan.

Coverage includes: **Prescription drugs • Dental services • Hospital benefits Vision care • Registered specialists & therapists • Home care & nursing Medical equipment & supplies,** and more.

Provincial coverage only goes so far —
Get the protection and the peace of mind you need today.
Call or go online for all the details.

1-877-268-3763
Please identify yourself as a CAUT retiree.
www.caut.ca

Manulife Financial | LEE-POWER & ASSOCIATES INC. | CAUT

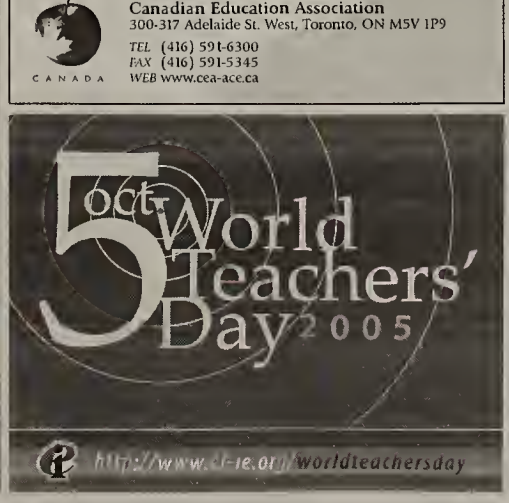
Education Canada magazine gives you the best in educational research, policy and thought! It is the best source of informed dialogue on education.

Find out why educators are subscribing to Education Canada.

Check out our special web subscription offer today and save!

www.cea-ace.ca/pub.cfm

education CANADA
PUBLISHED BY:
Canadian Education Association
300-317 Adelaide St. West, Toronto, ON M5V 1P9
TEL (416) 591-6300
FAX (416) 591-5345
WEB www.cea-ace.ca



VOUS PRENEZ VOTRE RETRAITE?
Régime de soins médicaux et dentaires maintenant offert

- **Protection garantie.**
- **Aucune limite d'âge.**
- **Aucun examen médical.**

Les membres associés retraités doivent présenter une demande d'adhésion dans les 60 jours suivant la fin de leur participation à leur régime d'assurance collective.

L'Association canadienne des professeurs et professeures d'université a le plaisir d'offrir à ses membres retraités la possibilité de participer à un nouveau régime supplémentaire de soins médicaux et dentaires à des taux concurrentiels. Ce régime complet souscrit par la Financière Manuvie, un des chefs de file dans le secteur de l'assurance de soins médicaux, vous permettra ainsi qu'à votre famille de continuer à bénéficier des mêmes prestations offertes par votre régime collectif.

L'assurance couvre entre autres : **Les médicaments sur ordonnance**
Les soins hospitaliers • Les fournitures médicales et l'équipement sanitaire
Les visites chez les spécialistes et les thérapeutes accrédités
Les services de soins dentaires, visuels, infirmiers et à domicile.

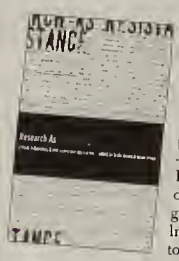
La couverture du régime provincial ne suffit pas —
Rassurez-vous aujourd'hui même.
Contactez-nous par téléphone ou Internet.

1-877-268-3763
Veuillez indiquer que vous êtes membre retraité de l'ACPPU.
www.acppu.ca

Financière Manuvie | LEE-POWER & ASSOCIATES INC. | ACPPU

BOOKSHELF
COIN DES LIVRES

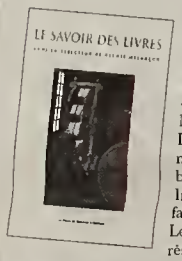
QUICK PICKS/LIVRES EN BREF



Research as Resistance: Critical, Indigenous and Anti-Oppressive Approaches

Leslie Brown & Susan Strega, eds. Toronto: Canadian Scholars' Press Inc., 2005; 312 pp; ISBN: 1-55130-275-6, paper $39.95 CA.

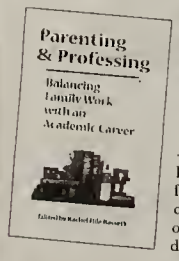
Intended as a senior undergraduate and graduate text, *Research as Resistance* brings together the theory and practice of critical, Indigenous, and anti-oppressive approaches to social science research. The book pursues some of the ontological and epistemological considerations involved in such research, including theorizing the self of the researcher, and offers exemplars across a range of methodologies, including institutional ethnography, narrative autobiography, storytelling and participatory action research. This is a unique text in that it describes both theoretical foundations and practical applications and because all of the featured researchers occupy marginalized locations.



Le savoir des livres

Benoît Melançon, réalisateur. Montréal : Les Presses de l'Université de Montréal, 2005; 128 p.; ISBN : 2-7606-1980-X, non défini 34,95 $ CAN.

Nous sommes entourés de livres savants. Les encyclopédies, les dictionnaires, les manuels sont en effet partout, des librairies aux bibliothèques, chez soi comme au travail. Internet aurait même accru leur nombre, s'il faut en croire les apôtres du tout-numérique. Les livres spécialisés ne seraient donc plus réservés aux seuls spécialistes. Mais qu'est-ce qu'un livre savant? Diderot et D'Alembert, avec leur *Encyclopédie*, avaient-ils conçu le livre savant par excellence? En quoi se distinguait-elle des travaux de précurseurs comme Fontenelle? Le savoir que vulgarise Louis Guillaume Figuier au XIX^{e} siècle est-il le même que celui qui envahit les pages des *Particules élementaires* de Michel Houellebecq, voire celles du *Da Vinci Code* de Dan Brown? Plutôt qu'un seul livre savant, il en existe de multiples formes, toutes historiquement déterminées. Les auteurs de *Savoir des livres* se sont interrogés sur cette histoire. Ils ont voulu comprendre quelle a été l'évolution de la publication scientifique, de l'imprimé à Internet. Ils ont rencontré sur leur chemin des revues et des bases de données, des imprimeurs et des hommes de lettres, des savants et des vulgarisateurs. Ils se sont intéressés au statut des images dans la diffusion des connaissances. Ils se sont même demandé ce qu'était l'avenir du livre savant. Ils ont surtout voulu rendre hommage à ces formidables machines que sont les livres.



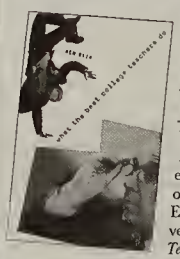
Parenting and Professing: Balancing Family Work with an Academic Career

Rachel Hile Bassett, ed. Nashville: Vanderbilt University Press, 2005; 280 pp; ISBN: 0-8265-1478-2, paper $24.95 US.; ISBN: 0-8265-1477-4, hardcover $69.95 US.

For those outside academia who face the conflicting demands of work and family, the typical professor's job might seem like a dream occupation – flexible schedule, the ability to do some work from home, summers off. But as this book reveals, that popular image is anything but accurate, especially where women are concerned. Indeed, with their demands for total commitment from professors, colleges and universities offer a generally inhospitable workplace for dedicated parents. As recent research has shown, having babies before gaining tenure can have a considerable negative impact on women's academic careers, and this problem is clearly a key factor in women's inability to achieve gender parity in academia. The 24 essays in this collection – almost all of them recounting personal experiences – offer a complex view of both the difficulties and rewards of combining parenting with academic work and provide valuable ideas for how individuals and institutions can create change.

Quick Picks produced from information supplied by publishers. Les comptes rendus de Livres en bref sont rédigés à partir de renseignements fournis par les éditeurs.

Building Better Teachers



What the Best College Teachers Do

Ken Bain. Cambridge, Massachusetts: Harvard University Press, 2004; 224 pp; ISBN: 0-674-01325-5, hardcover $21.95 US.

By JOHN HODDINOTT

Ken Bain, an historian who studies U.S. foreign policy, is the director of the Center for Teaching Excellence at New York University. *What the Best College Teachers Do* won the Virginia and Warren Stone Prize, awarded annually by Harvard University Press for an outstanding book on education and society. So why the award?

Its title might suggest the book is another in a long line of self-help works providing teaching tips for faculty – the sort of thing that begins with a digest of educational psychology research findings published over the last century. It was, therefore, a pleasant surprise to discover it contained the findings of a new research study designed to support the book's title.

The research synthesizes the work of 63 exceptional teachers of both genders from a range of institutions, career stages and disciplines. The diverse data includes: interviews with teachers, their peers, and students; instructor-prepared course materials; products of student work; and direct observations of teaching in formal and informal settings. Analysis of the data allowed identification of emergent themes and provided a set of anecdotes that enriches the narrative resulting from the analysis. There is no attempt to correlate those themes with the demographic profiles of the participants which is appropriate given the sample size.

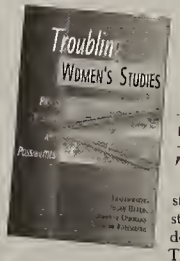
Generally the participants – identified as excellent teachers – did what educational psychology research says they should do. They were engaged with their students, encouraged them to collaborate with their peers, they respected diverse forms of learning and had high expectations for learning, etc. Is that not self-fulfilling as the participants selected were excellent teachers? That might be the case if they became excellent through conscious application of the earlier research, but this cohort engaged in those practices because they found them to be the most effective in encouraging learning.

It would be a mistake to regard this book as simply a research report. As the text moves through what the participants know about learning – their preparation for teaching, their conduct of classes, their treatment of students and their learning assessment activities – readers are drawn to reflect on their own practice. By engaging in that reflection readers go part way to satisfying the author when he states: "I hope readers will take away from this book the conviction that good teaching can be learned."

There is one area where Bain, whose approach is more characteristic of the European and Australasian tradition of qualitative research on higher education, breaks with this practice. He does not maintain the distinction between 'assessment' of student learning and 'evaluation' of instruction and courses. It would be less confusing if he did. However, he still has significant observations to make in these areas.

See COLLEGE TEACHERS Page A7

Essays Create Unanticipated Distortions



Troubling Women's Studies: Pasts, Presents and Possibilities

Ann Braithwaite, Susan Heald, Susanne Luhmann & Sharon Rosenberg. Toronto: Sumach Press, 2004; 264 pp; ISBN: 1-894549-36-8, paper $28.95 CA.

By WENDY ROBBINS

Three decades after its inauguration, women's studies as a field of academic study and research appears deeply troubled." (p. 149) This is the main theme of a collection of essays by four professors who have held full-time positions in women's studies in Canadian universities – PEI, Laurentian, Manitoba and Alberta. They report, not just an ideological split in the field, which is now thirty-something, but an identity crisis involving "anxiety of authenticity."

Postmodernism has rendered the category "women" unstable. Academic/activist fissures have cracked the foundations and a new generation of scholars with degrees in women's studies – for whom feminism is "not just a politic but also a career option" (p. 159) – is hiving itself off from the "founding mothers." The latter are depicted as disapproving and defensive, clinging to a failed social transformation agenda – make that "redemption narrative."

What's wrong with this picture? First, it smacks of discredited Freudian theories such as the Electra complex and female masochism, along with a discourse of women's rivalries, wounds and lack. Second, women's studies professors cannot be so simply divided into two warring factions, either mothers or daughters with all traces of "sisterhood," mutual respect and affection banished. And, finally, this family feud is documented almost exclusively by reference to American authorities, excellent though their credentials may be, who typically know little about Canada. These are serious distortions.

The authors claim there has been "a recent spate of memoirs, histories and reflections" on women's studies. One – Florence Howe's *The Politics of Women's Studies: Testimony from 30 Founding Mothers* – was reviewed in the October 2001 CAUT *Bulletin*. Numerous books about women's studies in the United States have been published since the 1980s, but the reality for Canada is different. Ann Braithwaite's literature review names only two Canadian articles – a report on the Canadian Women's Studies Project published in *Atlantis* in 1991 and a "Chronology of the History of Women's Studies in Canada," posted a decade later on the PAR-L listserv.

A third, discussed by Sharon Rosenberg, is a short autobiographical entry in the Howe anthology written by American feminist literary critic Annette Kolodny. This is legitimate since, in the displacements of the Vietnam War era, a young Kolodny became one of the founders of the pioneering women's studies program at the University of British Columbia, which she identifies as Canada's first.

Three articles, one decade, no books. By my count, this makes a dearth, not a spate. At Congress 2000, in fact, then president of the Canadian Women's Studies Association, Marianne Ainley, outlined the need for "a large-scale interdisciplinary research project."

See WOMEN'S STUDIES Page A10

Visions of a Privatized, Competitive Research University

Governing Academia: Who is in Charge at the Modern University?

Ronald G. Ehrenberg, ed. Ithaca & London: Cornell University Press, 2004; 336 pp; ISBN: 0-8014-4054-8, hardcover $35 us.

By MICHAEL JACKSON

WITH three exceptions the 14 authors of these 10 commissioned chapters are or were university faculty, most senior, one emeritus. Several are in departments of economics or political science and several have been president, vice-president, dean or department head and are well placed to comment on the daily realities of university administration.

Still, it is tempting to respond to the question on the cover: Who is in charge at the modern university? Of course we all know the answer: "It is in the hands of the capitalist corporate elite," or "Nobody, the thing is quite out of control," or "It's so underfunded that reasonable decisions are not even possible, so that anyone can be said to be in charge."

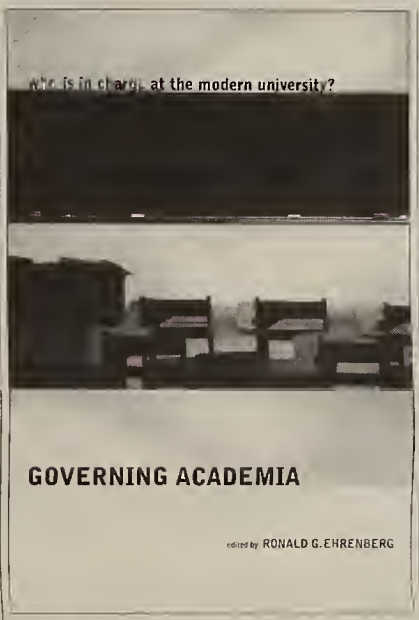
Need we inquire further? Yes. "Public concern over sharp increases in undergraduate tuition has led many to question why colleges and universities cannot behave more like businesses and cut their costs." The jacket suggests that, while the book is for anyone interested in higher education, the answer is complex, involving state regulation and governing boards' composition, fiscal and academic organization, collective bargaining, donors, insurance carriers, athletic conferences and accreditation, and for-profit competition.

The context is American, as are the variety and complexities painstakingly detailed. But not all the difficulties are, and seeing someone else's problems can be helpful. Ronald Ehrenberg and Gabriel Kaplan especially provide conceptual, legal and empirical reference points that need not promote privatization and unreflective accountability.

James Freedman gives a candid, conservative start, observing the intersection of courteous advice and consent, raw power, and personalities often formed in authoritarian, hierarchical institutions unlike universities. He notes the blindness of both insiders and outsiders, the murky difference between governance and management, and, for faculty and student trustees, the difference between representative and fiduciary responsibility.

Benjamin Hermalin suggests ways to study university boards theoretically and empirically as corporate boards have been. Except in for-profit universities, differences seem related to lack of time, expertise and incentives, academic bargaining power and multiple objectives. Beginning with a brief history of American practices, Donald Heller then examines how the way states organize the governance of higher education affect outcomes, noting the potential divergence between institutional and state goals, the variety of possible elusive outcomes for higher education, and the limited success of performance indicators.

Susanne Lohmann begins Part Two with a brief, glib history of universities that stresses the primacy of research over teaching. Although Hermalin doubts their usefulness (p. 33), Lohmann applies Darwinian ideas of defect, defense and ossification to a university whose function is nurturing, protecting and sharing deep specialization but whose core elements (disciplines and departments) undermine its success. "A reform-minded university leader" (p. 86) needs "decentralized structures that encourage competition, preserve diversity, and keep the university connected to the outside world." (p. 90)



Thomas Hammond shows how structural differences in often-discounted university hierarchies may influence the information and options administrators have that affect decision-making. And John Douglas Wilson uses economic models to argue that centralized budgeting is more efficient than responsibility centered management and better reflects university and individual purposes.

Kaplan opens Part Three with a national survey of shared governance practices, observing that legally "Colleges and universities ... are ... public trusts ... pursuing ... the public's general welfare (Hall, 1997). Governance is the means by which the public trust can be monitored and its general welfare implemented." (p. 165) The answer to "whether shared governance had deteriorated in ... a more challenging economic environment" that includes market pressure, faculty mobility and discipline loyalty appears to be "Not at all." (pp. 199–200) Overall, "Neither the fondest hopes of governance efficiency advocates ... nor the worst fears of shared governance champions ... seem to be realized." (p. 185)

Ehrenberg is first author of a tentative but suggestive survey of American collective bargaining with faculty, staff and graduate assistants. The authors explain apparent gains and costs of unionization and problems interpreting what data they have, asking twice if "unionization allows faculty ... involved in ... governance to evaluate economic issues ... more broadly." (p. 231, cf. p. 213)

"Management expertise," (p. 250) Brian Pusser and Sarah Turner find, emphasizes "growing similarities" outside universities' "traditional focus." (p. 247) As governing structures converge, so may outcomes, defeating the purpose of non-profit universities. "An accountant or an investment manager may be more able to make university budgetary decisions than ... a Greek scholar. Yet, if faculty members no longer participate ... how long [will] the independent judgment of faculty ... inform institutional decision-making?" (p. 250)

They distinguish "productive efficiency – getting a given output at the lowest cost – and mission efficiency – choosing the combination of outputs that is true to institutional mission," (p. 249) its "legitimate functions." (p. 255) Productive efficiency *alone* identifies for-profit institutions, even those called universities, as faculty know.

Finally, Michael Olivas shows complex law-like effects of large-scale development in insurance, accreditation, consortia and sole-source supply. And Ehrenberg summarizes the potential conflict of decentralized and institutional goals, the unlikelihood of a single best model of governance and changing settings, among them enrolment, staffing and revenue.

The chapters by Kaplan, Pusser, Turner and Lohmann are the most immediately important in "an increasingly competitive political-economic environment." (p. 235) Governance, Pusser and Turner say, distinguishes for-profit and non-profit universities, but falling revenues and demands for efficiency and competition mean "substantial convergence in what these institutions do and how they generate resources," (p. 237) threatening "positive public benefits" and the justification for "public subsidy." (p. 256) *Delivering content* and *advancing knowledge* get dichotomized, (p. 253) and research – as in the research university – identifies the *real* university. *This is misleading because both can generate* revenue and research informs teaching.

However useful the strategy now, we shouldn't believe our own propaganda. Research is not all universities do and it too can be contracted out. "Private research universities ... were among the most eager adopters," Kaplan notes, of "new management techniques." (pp. 206–207) Have we gone wrong by mistaking research institutes, understandably often housed in universities, for a model for universities and forgetting everything else universities do?

Kaplan concludes that "Faculty participation in governance needs to be boosted so that governance bodies can confidently assert that they reflect the faculty's interest and best judgments. To do so will require ... that tasks other than research will be considered in professional promotion and rewarded in practice." (p. 208) He believes that "despite ... talk ..., many of the traditions and practices of shared governance continue as they have in the past" with "little evidence that proposed changes in governance or suggested policies regarding participation and voice have made much headway." (p. 205)

"Ascribed levels of faculty influence" (p. 206) may not have changed in non-profit universities. But university *life* has, not its *institutional structures* but its *reward structures*. The changes involve not just monitoring that shifts power away from faculty (p. 206) but the kind of community we are, how we think of ourselves and think we should, and how we understand "attract better faculty," "improve their

See GOVERNING ACADEMIA Page A11

What the Best College Teachers Do

From PAGE A6

To do the things this book advocates we need to address several issues. Are our administrative practices supportive of learner-centered pedagogy? Do our assessment practices effectively gauge student learning when we see grading as a means of ranking, not of communicating, with students? To what degree should we evaluate the broader curriculum and assess the personal and intellectual growth of learners over their entire program? Have we explained to our students the graduate attributes we have been encouraging them to develop during those programs? Attending to Bain's focus on the effective statement of learning outcomes would help.

When the effectiveness of teaching is evaluated is it done from a learning perspective? Bain makes a strong case for the use of teaching portfolios to provide multifaceted evidence on the point but asks the key question: "who will review the cases?" While faculty agreements may give this responsibility to chairpersons or committees, what training do such evaluators receive on what to look for and what standards to uphold? This is especially true if we accept the proposition that "teaching is not just delivering lectures but anything we might do that helps and encourages students to learn."

The book is current in its rejection of the dichotomy between teaching and research – recognizing the place of students in assisting their professors' research and engaging in their own original investigations, the purpose of which is not simply to demonstrate the achievement of graduate attributes but also to support the collegial environment.

Support of the collegial environment is at the core of the book. By orienting our institutions to be learner-centered, where everyone is fully engaged with the learning process and trusted, we can enhance the everyday experience for all. In an era of increasing accountability, the collateral increases in overall quality as a result of applying the ideas in Bain's book seems almost incidental.

Perhaps this is why it won the Virginia and Warren Stone Prize. ■

John Hoddinott is a biological sciences professor and associate dean of teaching and research at the University of Alberta – Augustana Faculty.

HUMAN RIGHTS & SOCIAL ACTIVISM
Rethinking the Legacy of J.S. Woodsworth

22–24 September 2005
Simon Fraser University at Harbour Centre
515 West Hastings • Vancouver

This conference will celebrate J.S. Woodsworth's many achievements and re-open many of the debates in which he participated.

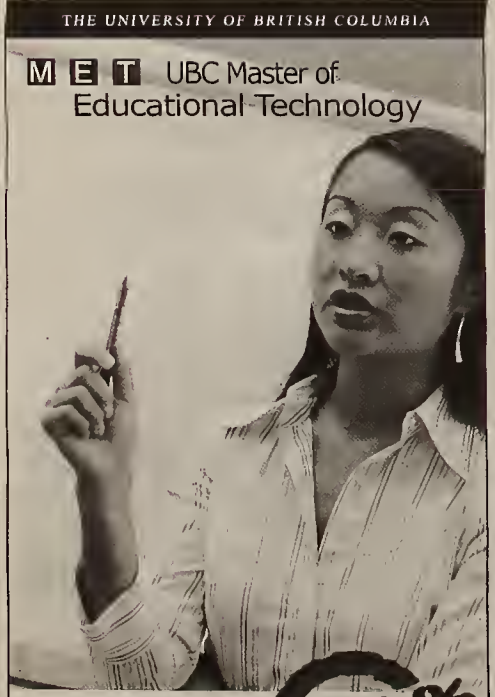
Conference speakers, who range from social scientists, politicians, and labour and social activists, will address topics such as:

- The Effects of Globalization on Institutions and Social Policy
- Woodsworth and Contemporary Labour Legislation
- Worker's Rights, Human Rights and Social Activism
- The Contemporary Erosion of Social Rights
- Community Education and Activism
- Aboriginal Rights and Justice
- Gay Rights and Equality Legislation

For full conference details and registration visit:
www.sfu.ca/conferences/jswoodsworth

40 YEARS
SIMON FRASER UNIVERSITY

THE UNIVERSITY OF BRITISH COLUMBIA
MET UBC Master of Educational Technology



Flexible graduate programs for working professionals.
Apply now for January 2006.
100% ONLINE
UBC
www.met.ubc.ca

L'Université de la Californie : Chapela obtient la permanence

L'UNIVERSITÉ de la Californie à Berkeley a renversé la décision controversée de refuser la permanence à l'un des plus cinglants critiques des liens entretenus par l'université avec l'industrie biotechnologique.

Ignacio H. Chapela, professeur adjoint d'écologie microbienne, a vu sa première demande de permanence rejetée à la fin de 2003 après qu'un comité du sénat de l'université eut passé outre aux recommandations d'un comité de professeurs et d'un groupe spécial d'experts du domaine.

À l'époque, M. Chapela soutenait que le comité sénatorial et le chancelier de l'université Berkeley, Robert Berdahl, lui avaient refusé la permanence à cause de son opposition bruyante à l'entente de plusieurs millions de dollars que l'université avait conclue avec la société biotechnologique Novartis (devenue Syngenta). Cet accord de partenariat, qui a pris fin en 2003, conférait à l'entreprise un droit de première négociation pour la commercialisation des travaux de recherche des professeurs.

M. Chapela a déclaré au *Chronicle of Higher Education* qu'il était étonné par l'annulation de la décision. « Je ne pouvais pas voir pourquoi ils répondraient par l'affirmative après avoir dit non », a-t-il dit. « Je serais parti si l'affaire n'avait pas attiré l'attention du public. »

M. Chapela s'est trouvé au centre de la controverse en novembre 2001 lorsque lui et l'un de ses doctorants ont publié dans la revue *Nature* un article sur la contamination transgénique du maïs indigène mexicain. Les conclusions du rapport allaient à l'encontre des assurances données par l'industrie biotechnologique d'après lesquelles le matériel génétiquement modifié ne se déplace pas d'un champ à l'autre.

Six mois plus tard, après avoir reçu plusieurs lettres contestant les résultats de la recherche, la revue scientifique a publié un éditorial dans lequel elle considérait comme insuffisants les éléments de preuve apportés par M. Chapela à l'appui de ses conclusions.

Pour sa part, le professeur affirmait qu'il était victime d'une campagne de dénigrement savamment orchestrée par les scientifiques favorables à l'industrie biotechnologique et par cette dernière. La controverse a eu des répercussions jusque sur sa demande de permanence. Prenant appui sur les sérieuses attaques portées à sa recherche, le comité sénatorial de la permanence a recommandé au chancelier de refuser de titulariser le professeur.

Cette décision allait déchaîner un tollé de protestations de la part d'universitaires et d'autres sympathisants dans le monde entier qui dénonçaient le fait que M. Chapela soit puni pour avoir critiqué l'industrie biotechnologique.

« Je n'ai aucune preuve directe de quoi que ce soit », a déclaré M. Chapela à l'époque. « Mais le bijou de la chancellerie de Berdahl est un bâtiment consacré à la bio-ingénierie. »

En 2004, l'université Berkeley, devant les critiques dont elle faisait l'objet, a chargé une équipe d'universitaires de l'extérieur d'évaluer l'accord de recherche conclu avec Novartis. Ce groupe a conclu dans son rapport qu'il pouvait exister un conflit d'intérêts chez les administrateurs qui avaient porté préjudice à l'évaluation en vue de la titularisation de M. Chapela.

En mai 2005, l'université a annoncé que le comité des professeurs était revenu sur sa décision et qu'il recommandait d'accorder la permanence à M. Chapela — décision à laquelle a adhéré le nouveau chancelier de Berkeley, Robert Birgeneau, ancien recteur de l'Université de Toronto.

« Non seulement cette décision me donne clairement raison, mais elle justifie aussi les innombrables efforts individuels et collectifs que vous avez tous et toutes investis dans ce processus », M. Chapela a déclaré dans un communiqué qu'il a transmis à ses défenseurs le 18 mai. « Vous avez généreusement ajouté vos voix au choeur d'inquiétudes et de protestations contre l'évaluation du dossier de ma permanence et vous avez réclamé un processus exempt de tous conflits d'intérêts et abus d'influence. Pour cela, je vous suis reconnaissant. »

L'ACPPU a suivi cette affaire de près et a exhorté le chancelier Birgeneau dans une lettre qu'elle lui a adressée l'automne dernier de garantir un traitement juste au professeur Chapela et de veiller à ce que les mesures utiles soient prises pour protéger la liberté académique de tous les professeurs de Berkeley. ■

Traduit de l'article « Berkeley Reverses Tenure Denial of Outspoken University Critic » (*Bulletin* de l'ACPPU, juin 2005).

Les subventions à l'enseignement sont à leur plus bas niveau en 25 ans

DANS un rapport publié le mois dernier, l'ACPPU jette un regard plus lumineux sur les aléas financiers avec lesquels doivent composer les universités et les collèges et appelle les provinces et Ottawa à négocier une nouvelle entente de financement pour l'enseignement postsecondaire.

Le rapport intitulé *Financement des universités et collèges du Canada : Comment Ottawa et les provinces peuvent combler l'insuffisance de financement* révèle que les subventions provinciales accordées aux universités et collèges en 2004–2005, corrigées en fonction de l'inflation et mesurées par habitant, étaient inférieures de près de 9 % — soit 1,2 milliard de dollars — par rapport à 1992–1993.

Les façons de dépenser, toutefois, varient considérablement d'une province à l'autre. En Ontario, le financement réel par habitant a chuté de 30 %, alors que la Saskatchewan a augmenté ses subventions de plus de 27 %.

« Ces écarts reflètent les divers choix politiques exercés par les provinces, dans des circonstances fiscales très semblables », soutient la présidente de l'ACCPU, M^me^ Loretta Czernis.

Cette dernière souligne que, si les subventions fédérales à la recherche ont sensiblement augmenté au cours de la dernière décennie, le vrai problème est la baisse des subventions pour dépenses courantes. Si l'on adapte à l'inflation et à la croissance démographique la contribution financière que le gouvernement fédéral a allouée à l'enseignement postsecondaire durant l'année financière 2004, on estime qu'elle est de 40 % moindre qu'en 1992–1993. Exprimée en tant que part de l'économie, cette contribution a atteint son niveau le plus bas en 25 ans.

Le rapport recommande la création d'un nouveau transfert en éducation qui offre un financement fédéral comptant stable et prévisible en retour d'un engagement de la part des provinces à hausser les subventions aux universités et collèges.

« Un des principaux problèmes posés par les transferts actuels de fonds pour l'enseignement postsecondaire est que toute augmentation se fait uniquement à la discrétion du gouvernement fédéral », déclare M^me^ Czernis. « Cela signifie que les provinces doivent régulièrement demander de l'argent à Ottawa et cela entraîne invariablement des débats trop bien connus et fortement politisés entre les deux paliers de gouvernement. Si Ottawa et les provinces croient vraiment que l'enseignement postsecondaire est une priorité, alors il est temps maintenant qu'ils renforcent leurs propos par un nouveau partenariat et un nouvel engagement financier ».

Le rapport a été rendu public juste avant l'assemblée annuelle des premiers ministres provinciaux où l'enseignement postsecondaire a dominé les discussions. Les premiers ministres ont conclu leur réunion en appelant le gouvernement fédéral à ramener les paiements de transfert destinés à l'enseignement postsecondaire aux niveaux atteints en 1994–1995.

Les premiers ministres des provinces ont également invité le premier ministre Paul Martin à les rencontrer en novembre prochain pour discuter d'une stratégie nationale de formation et d'enseignement. ■

Le rapport de l'ACPPU est disponible en ligne à l'adresse suivante : www.acppu.ca/fr/publications/educationreview/default.asp.

English on page A5.

Crisis at First Nations University

From PAGE A1

Wheeler was replaced with a campus "manager." A little over a week later, students were ordered to inform the campus manager if they were planning any demonstrations, posting any notices or inviting media to campus.

In late July, after the dean of FNUC's Regina campus and acting registrar, Dawn Tato, criticized what was happening, she was fired.

"In my termination letter, in the last paragraph, it stated because of my recent criticisms of the administration and board of governors, that I have violated a code of ethics," Tato said.

Pratt issued a memo stating that "the incumbent held the position on a probationary basis and has not been offered the position on a permanent basis."

Tato, a First Nations' educator who was on a three-year contract, replied that her contract did not indicate she was in a probationary period. She expressed disbelief that she was fired for speaking out but said she did not regret defending the principles of academic freedom at a faculty rally in June.

"It's pretty clear if you don't agree with the university board's political appointees, you're ousted," she said.

Faculty who spoke out also suffered repercussions.

Blair Stonechild, a member of the Muscowpetung First Nation near Regina, one of the first faculty recruited to the Saskatchewan Indian Federated College (FNUC's name before it was changed in 2003), a leading expert of aboriginal post-secondary education, and head of indigenous studies, was scheduled to be a keynote speaker at an Assembly of First Nations forum on post-secondary education to be held at FNUC.

Shortly before he was to make his presentation, he was advised that his invitation was being withdrawn, at Watson's insistence, because it was feared he might be critical of what was happening at FNUC.

"This is what can happen when there is not an appropriate set of checks and balances," Stonechild said.

Two faculty members, academic council chair Randy Lundy and linguistics professor Jan van Eijk received disciplinary letters from acting president Pratt.

"Although I appreciate your position as a faculty member within FNUC, your right to comment on the operation and state of the institution is not unfettered," Pratt said in the letters. "We expect you to respect the policies of FNUC and to refrain from defamatory comments, insubordination and actions and comments that entirely undermine the functioning of the institution. Moreover, you may not use the FNUC email system for the purpose of such communications … Please be advised that any future communications or publications in the nature of those outlined in this letter will be subject to disciplinary action."

After Lundy and van Eijk filed grievances with the assistance of URFA and CAUT, Pratt responded to URFA, apologizing for the letters and indicating they would be withdrawn. Twenty other URFA grievances remain outstanding.

Tensions continued when, in early August, academic vice-president Denise Henning resigned and moved to a post at the University of Regina. She is suing FNUC for constructive dismissal.

In her letter of resignation, Henning told Pratt that his actions and those of Watson and Watson's appointed vice-president of administration Al Ducharme "have made it impossible for me to fulfill my assigned duties.

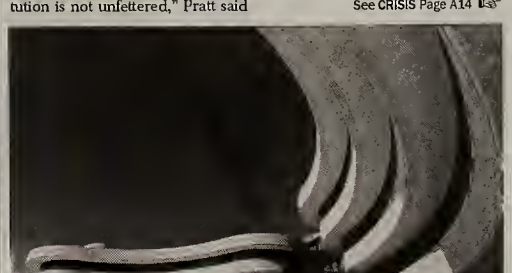
"When I was recruited from Cherokee territory in Oklahoma in the United States, I came believing in the mandate of First Nations-Indian control of Indian education, but I also believe in universities operating as universities. Proper procedures and protocol should always be followed in making changes to the university, and this has not been the case here, making it impossible for me to function."

Marlene Lerat-Stetner, executive assistant to the president and administrative assistant to the board for more than a decade, was dismissed from her position after Hampton left. After refusing an alternate position — without equivalent responsibilities — she was terminated without cause and offered a severance, which she refused.

In a letter to the board, Lerat-Stetner talked proudly of her 17 years with the FNUC and her joy at what the institution had become. But she said that things had changed.

"The present situation with the political appointees instills the feeling of being under control, the same situation as existed in the residential schools where children lived under controlled supervision 24 hours a day, 7 says a week. I was in residential school for a few years and know those feelings well," she said.

See CRISIS Page A14



– PHOTO: SHARPSHOOTER PHOTOGRAPHY/COURTESY OF PRAIRIE DOG MAGAZINE –

First Nations University (Regina campus)

Un règlement favorable est enfin trouvé dans l'affaire Chun

Le professeur Kin-Yip Chun a enfin trouvé un règlement au différend de longue date qui l'opposait à l'Université de Toronto et au département de physique de cet établissement.

Aux termes d'un règlement conclu cet été, M. Chun se trouvera en congé payé (avec plein salaire et avantages sociaux de l'Université de Toronto) jusqu'à la date de sa retraite prévue pour 2011, de sorte qu'il puisse poursuivre ses objectifs de recherche à l'Université Tongji de Shanghai (Chine). Pendant ce temps, il conservera son statut de chercheur scientifique à l'Université de Toronto et de professeur associé au département de physique (poste ne menant pas à la permanence).

Heureux de l'issue du règlement, M. Chun a exprimé sa gratitude à l'ACPPU pour son appui qui a conduit à l'aboutissement favorable de l'épreuve qu'il a subie pendant vingt ans.

Le dénouement laisse toutefois un goût amer dans la bouche du physicien et sismologue de Toronto.

« Ce n'est pas sans ironie que pour sauver ma carrière universitaire, faire respecter mes droits de la personne en tant qu'universitaire et devenir l'égal de mes collègues, je quitte maintenant l'Université de Toronto — l'établissement d'enseignement supérieur le plus respecté au Canada — pour aller en Chine, le pays que j'ai quitté en 1962 en vue de trouver un meilleur environnement humain », a fait remarquer M. Chun dans un message électronique.

« L'expérience vécue par le professeur soulève de sérieuses questions sur la démarche que les établissements universitaires devraient adopter pour régler les cas d'allégations de discrimination systémique », a souligné la présidente de l'ACPPU, Loretta Czernis.

« Le règlement de l'affaire Chun doit inciter la communauté universitaire canadienne à chercher à tout prix de meilleures méthodes pour résoudre des situations de ce genre. Personne ne devrait avoir à passer par là. Ce fut une expérience terrible pour M. Chun, pour son département et pour son université. »

Un comité indépendant chargé d'enquêter sur cette affaire devrait publier son rapport plus tard cette année ou au début de l'année prochaine. Constance Backhouse, professeure éminente à la faculté de droit de l'Université d'Ottawa et directrice du Centre de recherche et d'enseignement sur les droits de la personne, préside l'enquête. Sont aussi membres de ce comité William Black, professeur à la faculté de droit de l'Université de la Colombie-Britannique, et Philip W. Anderson, professeur émérite de physique à l'Université Princeton.

Le comité est chargé de déterminer si la liberté académique de M. Chun, ses droits de la personne et ses droits en tant que membre du corps professoral ont été violés et menacés; de déterminer si un accord précédent, conclu en septembre 2000 entre M. Chun et l'Université de Toronto, a été violé; de déterminer comment les allégations de discrimination systémique et de discrimination voilée peuvent être prises en charge par les établissements universitaires de sorte que de tels cas puissent être réglés de façon équitable et exhaustive et dans les plus brefs délais; et de déterminer les moyens appropriés de régler de tels différends. ■

English on page A11.

IDRC CRDI
International Development Research Centre
Centre de recherches pour le développement international

Request for Expressions of Interest to
RESEARCH & WRITE A HISTORY OF IDRC

The International Development Research Centre (IDRC) is seeking Expressions of Interest from suitably qualified and experienced individuals, firms, consortia, NGOs, or research centres to research and write a scholarly history of the Centre to be completed by 2008.

IDRC is a Canadian public corporation that helps build local capacity in developing countries to undertake innovative research that contributes to healthier, more equitable, and more prosperous societies. The Centre has its head office in Ottawa and maintains six regional offices, in Uruguay, Senegal, Egypt, Kenya, India and Singapore.

IDRC is preparing to launch its History Project, which will culminate in the publication of a scholarly book on the history of the Centre. The book is not intended to be a vanity publication, but an exercise in critical reflection and learning. The desired book is expected to be accessible to non-academic audiences without compromising scholarly integrity and conventions.

The successful candidate selected to undertake the History Project will work in close collaboration with IDRC staff. Since the intended final product of this project is a book to be published by an academic press, however, IDRC intends to take measures to ensure the successful candidate's intellectual freedom.

Interested parties are invited to refer to the full text of the Request for Expressions of Interest at **www.idrc.ca/history** or **www.crdi.ca/histoire**.

The closing date for submissions of Expressions of Interest is **September 30, 2005**.

Canada

www.academicwork.ca
A BETTER WAY TO ADVERTISE CAREER OPPORTUNITIES ONLINE.

WEATHERING THE STORM or REAPING THE HARVEST?

UNIVERSITIES AND THE INNOVATION AGENDA

Should universities reorder their priorities to accommodate new demands and external pressures?

Can universities maintain their autonomy while forging new links with government, industry and communities?

Can universities create their own identity while continuing to meet national and international standards?

QUESTIONS WORTH EXPLORING

UNIVERSITY OF SASKATCHEWAN

UNIVERSITY OF REGINA

Join us November 9 & 10, 2005

Saskatoon, Saskatchewan

Conference registrations now being accepted

Visit www.uregina.ca/sipp

SASKATCHEWAN INSTITUTE OF PUBLIC POLICY

INSTITUT DE POLITIQUES D'INTÉRÊT PUBLIC DE LA SASKATCHEWAN

L'Association canadienne de philosophie
The Canadian Philosophical Association

2005 Biennial Book Prizes
Prix du livre bisannuel

The Canadian Philosophical Association is proud to announce the winners of the 2005 biennial book prizes.
L'Association canadienne de philosophie est fière d'annoncer que les prix du livre bisannuel ont été attribués à :

*****

JOHN RUSSON (University of Guelph)
Human Experience: Philosophy, Neurosis & the Elements of Everyday Life
Albany: State University of New York Press, 2003

*****

RONNIE DE SOUSA (University of Toronto)
Évolution et rationalité
Paris: Presses Universitaires de France, 2004

*****

CHRISTINE OVERALL (Queen's University)
Aging, Death & Human Longevity
Berkeley: University of California Press, 2003

HONORABLE MENTION I MENTION HONORABLE

ROGER SHINER (Okanagan College)
Freedom of Commercial Experience
Oxford: Oxford University Press, 2003

SÉBASTIEN CHARLES (Université de Sherbrooke)
Berkeley au siècle des Lumières : immatérialisme et scepticisme au XVIII[e] siècle
Paris: Vrin, 2003

JASON HOLT (Dalhousie University)
Blindsight & the Nature of Consciousness
Peterborough: Broadview Press, 2003

The CPA would like to thank warmly the members of the jury and Broadview Press for its generous support.
L'ACP remercie chaleureusement les membres du jury et l'éditeur Broadview Press pour leur soutien.

INTEGRITY

Evaluate and improve the performance of multiple-choice assessments
Detect/investigate cases of test misconduct (cheating on tests)

INTEGRITY is a new, secure, online professional development tool designed to evaluate and improve the quality of multiple-choice assessments. After purchasing a subscription to the product instructors can log-on and use the application from any computer with an Internet connection. INTEGRITY conducts detailed analyses of test results and provides reports – within seconds – that are designed to quickly identify problematic test items. Clear direction is provided to help instructors improve the quality of test questions in order to ensure the reliability and validity of assessments. INTEGRITY provides an interactive learning environment in which assessment improvement techniques are clearly explained in progressive stages of detail and all terms are clearly defined. INTEGRITY allows instructors to quickly access the information they need regarding the quality of their assessments.

In addition to the professional development aspects of the product, INTEGRITY also conducts leading-edge collusion detection analyses to identify investigate cases of test misconduct (i.e., cheating on tests). Using five well-respected statistical methods, INTEGRITY compares the response patterns of pairs of students to determine if they may have copied answers from one another. The simple-to-interpret reports that are produced provide "DNA type" evidence that can be used as part of investigative processes or as information to improve test invigilation procedures.

Visit the INTEGRITY web site to learn more and to access our online store:
http://integrity.castlerockresearch.com

NEWS

Troubling Women's Studies

☞ From PAGE A6

So why am I not saluting *Troubling Women's Studies* as a long overdue and ground-breaking work? Because it reads like a missed opportunity. The collection is a paean to postmodern theorist Judith Butler and to Robyn Wiegman, who offers a "second opinion" after Susan Gubar's harsh diagnosis of what "ails" feminist criticism. Butler's *Gender Trouble* echoes from cover to cover, drowning out other voices, even though the authors insist that "the fixing of singular narratives and truths is a project which needs to be troubled." (p. 28)

Ironically, the possibility that the authors of this Canadian collection themselves may be contributing to a largely made-in-the-USA "grand narrative" about metaphorical matricide and "unmourned attachment to progress" (p. 185) does not seem to "trouble" them.

The Rosenberg essay does not substantially mitigate this charge, although it concerns a Canadian tragedy: the massacre of women in engineering at École Polytechnique in Montreal in 1989 as it has been "emblematized." Her analysis is unconvincing, yet, with Susan Heald's opening essay, it bookends the collection. Heald's essay, for quite different reasons, is disappointing. She justifies an already well established practice in feminist pedagogy – using autobiographical readings and first-person journal assignments – without going further to discuss such things as grades, student evaluations and other "institutional considerations" (p. 82) which allegedly are "overtaking" women's studies.

An overview of the scattered institutional reports that exist for Canadian women's studies programs; a discussion about whether women's studies is better conceptualized as a cross-disciplinary endeavour or a "new discipline"; an exploration of the connections or disconnects among women's studies, gender studies, sexual diversity studies and cultural studies; a contribution by any of the marginalized faculty who do not feel "at home" in women's studies; or candid personal essays – the kind we often ask of our students – about the experience of being some of the first PhD graduates in women's studies in Canada (as two of the four authors apparently are) or some of the first full-time women's studies professors (as all of them are) could have been highly instructive and deeply compelling.

That said, the book's two central essays, by Braithwaite and by Susanne Luhmann, raise significant questions about the roles of "origin stories" in the construction of any field. They contain wise, cautionary words about any one person's or one group's trying to pass off their story as the "official version." The authors rightly ask: "Whose Women's Studies is being called upon or passed on and where?" (p. 30) And they raise the core issue of whether women's studies is the site of the academic investigation of feminism and/or still the academic arm of the women's movement.

All four authors situate themselves with one broad stroke as "white women in the academy." (p. 32) They acknowledge the need to understand how women's studies is intertwined with related issues of "race, class, sexuality, ability, nation, region." (p. 29) Yet, curiously, they seem unaware of important work by Canadian academic women from minority groups who explore these very intersections and are oblivious to the evolution of *études féministes* in Québec. If there is a current mainstream narrative of women's studies that is focused on loss, which is debatable, then certainly the lack of minority voices in this collection provides no relief. They remind us of "multi-faceted relations of inequality among women," (p. 164) but they replicate, rather than challenge, these inequalities through their silences and omissions.

Despite these major, unintended troubles, *Troubling Women's Studies* is worth ordering for your women's centre or library. Luhmann's epistemological essay is luminous. And courageous, big-picture analyses of women's studies in Canada, retrospective as well as "state of the art," are in short supply. So I am not passing on this book, but I am feeling nostalgic for those days – and they aren't over yet – when women's studies was, not just an "intellectual project," but an embodied dream. Let the theorists theorize, and let the revolution continue. Are my "attachments" showing? Where is my knitting? And the demonstration? ■

Wendy Robbins, chair of CAUT's Women's Committee, is a "founding mother" of women's studies at the University of New Brunswick, Fredericton, and of the listserv PAR-L. She is also one of eight female professors who have laid a human rights complaint against Industry Canada over lack of attention to equity issues in the billion-dollar Canada Research Chairs program.

DALHOUSIE UNIVERSITY
Inspiring Minds

2006 Izaak Walton Killam Postdoctoral Fellowships

Izaak Walton Killam Postdoctoral Fellowships (KPDF) in most fields of study are tenable for up to two years at Dalhousie University, located in Halifax, Nova Scotia, Canada. KPDFs are valued at $40,000 CDN per year plus travel allowance, a one-time $3,000 research grant, and a one-time $1,000 conference travel grant. Applicants must have recently completed a PhD (Jan 2004 or later) at a recognised university and have no current affiliation with Dalhousie University. Applications must be submitted no later than 15-Dec-05. Full details available at:

dalgrad.dal.ca/kpdf

Chun Wins Resolution with U of T

In July, the University of Toronto awarded Kin-Yip Chun a paid leave of absence that will continue until June 2011.

– FILE PHOTO –

PROFESSOR Kin-Yip Chun has finally won a settlement in his long-standing dispute with the University of Toronto and its physics department.

In an agreement reached this summer, Chun will be on a paid leave of absence (with full salary and with U of T benefits) until his planned retirement date in 2011, allowing him to pursue his research objectives at Tongji University in Shanghai, China. Chun will continue to hold his U of T appointment of research scientist and associate professor in the physics department (non-tenure).

Chun said he was pleased with the settlement and expressed gratitude to CAUT for its assistance in bringing his 20-year ordeal to a favourable conclusion.

Still, the outcome has a bittersweet aspect for the Toronto physicist and seismologist.

"It is not without irony that to salvage my academic career, to gain academic human rights, and to work as an equal among academic colleagues, I am now leaving the University of Toronto – Canada's most respected institution of higher learning – to go to China, a country I left behind in 1962 in search of a better human environment," Chun said.

"Professor Chun's experience raises serious questions about how academic institutions should deal properly with charges of systemic discrimination," said CAUT president Loretta Czernis.

"The handling of the Chun case must cause the Canadian academic community to commit itself to finding better ways of handling such situations. No one should have to go through what he has. It was terrible for him, for his department and for his university."

An independent inquiry is investigating the Chun case and will likely be issuing a report later this year or early next year. The inquiry is chaired by Constance Backhouse, Distinguished University Professor, Faculty of law, University of Ottawa and director of the Human Rights Research and Education Centre.

She is joined by William Black, a law professor at the University of British Columbia and Nobel laureate Philip W. Anderson, emeritus professor of physics at Princeton University.

The inquiry's terms of reference are to determine whether there were breaches of or threats to Chun's academic freedom; whether there were violations of his human rights; whether there were violations of his rights as a faculty member; whether there were violations of a prior agreement reached between Chun and the U of T (signed in September 2000); how allegations of systemic as well as covert discrimination can be handled by academic institutions to allow situations to be dealt with fairly, thoroughly, and expeditiously and appropriate ways for such disputes to be resolved. ■

Version française à la page A9.

Governing Academia

☞ From PAGE A7

competitive position," "growth opportunities" and "pursuit of quality." (pp. 205–207) We do not need more voice as much as more attention to what we say and to attracting scholars, not just researchers.

Such books as this are plausible and seductive because they are realistic, practical, first-hand accounts of experienced administrators who understand the rough-and-tumble of university administration and know how to get things done and can get people to do them – who have "street smarts," get deals and strike compromises, often in the face of ugly realities. Apparently in consequence, institutions survive, albeit changed. The changes, seeming necessary, become inevitable, then desired, and then desirable. But scholars are not attracted. Fixers set the goals, goals that lack distance. Are the things done things we want done, and at what price? What do the deals struck do to universities as *communities* seeking *wisdom* and *civilized ways of living*? Institutions can work this way – universities should not.

We have here – eloquently articulated and supported and with extensive references, but fortunately balanced with other views – handy visions of a privatized, competitive, research-oriented university. Many will hope they do not spread farther. We might forget what universities are for and that people are in them for other reasons. ■

Michael Jackson is a retired professor who taught at several Canadian universities, among them Memorial University of Newfoundland and Bishop's University.

Consolations of a Semi-Private Intellectual

☞ From PAGE A3

involved in what they take to be the ameliorative shaping of public opinion are simply being dishonest with me when they insist they and their colleagues "rely" on the professoriate for information and insights. Moreover, Ortega y Gasset and McLuhan, two enormously influential public intellectuals, represent imposing examples of the academic intellectual who achieves extraordinary influence partly through the ability to use media people and the corresponding willingness to be used by them.

Lacking both their ability and their willingness, I cannot be very optimistic that some future scholar will take note of my own admonition that if academics are to be liberators in Plato's cave, they must be wary not to be corrupted by the puppeteers in Plato's cave. Plato himself, believing that intellectuals alone are suited to be guardians of the state, acknowledged that intellectuals need to learn to speak patiently and gently to the general public.

We see, however, from his sharp portrait of the Sophists that he had a keen understanding of how the intellectual's commitment to public service can become contaminated by an unwholesome fascination with publicity and promotional public relations. ■

Jay Newman teaches philosophy at the University of Guelph and is author of such obscure scholarly works as *The Journalist in Plato's Cave* and *Inauthentic Culture and its Philosophical Critics*.

The views expressed are those of the author and not necessarily those of CAUT. Commentary is a regular feature of the *Bulletin*. Readers are invited to submit articles for publication. Contact Liza Duhaime (duhaime@caut.ca) for details. Commentary authors will be contacted only if their articles are accepted for publication.

CAUT Distinguished Academic AWARD

The CAUT Distinguished Academic Award recognizes academics who excel in each of the domains of academic life: teaching, research and service to the institution and to the community. The recipients will be individuals whose teaching, research and service have contributed noticeably to the lives of their students, to their institution, to their field of study and to the community. The award will be given annually.

Nominations for the award may be submitted by individuals, member associations or others. Deadline for nominations is **October 17, 2005.**

Nominators should submit:
(a) a letter explaining the rationale for the nomination, and
(b) the names of people and/or documentation that would help the jury in its inquiries and decision making.

Nominations will be adjudicated by a jury approved by CAUT Council. The jury's recommendation will be made to the fall Council for approval.

The award will be presented at the spring CAUT Council meeting. The recipient will be invited to give an address to Council. The address will be subsequently published by CAUT. The recipient will receive a $1,000 honorarium with the award.

Please send nominations by mail, fax or email to:
DISTINGUISHED ACADEMIC AWARD
Canadian Association of University Teachers
2675 Queensview Drive, Ottawa, Ontario K2B 8K2
Fax: (613) 820-7244
Email: acppu@caut.ca

CAUT

PRIX DE L'ACPPU POUR Services émérites

Le prix de l'ACPPU pour services émérites souligne le travail des membres du personnel académique qui excellent dans chacun des domaines de la vie universitaire et collégiale : enseignement, recherche et services à l'établissement et à la collectivité. Les lauréats seront des personnes dont l'enseignement, la recherche et le service ont contribué, de façon remarquable, à la vie de leurs étudiants, de leur établissement, de leur domaine d'étude et de la collectivité.

Le prix sera décerné chaque année. Des personnes, des associations membres ou d'autres peuvent présenter des candidatures. La date d'échéance des mises en candidature est le **17 octobre 2005.**

Les personnes qui proposent une candidature doivent l'accompagner :
(a) d'une lettre qui justifie la candidature et
(b) des noms de personnes et (ou) des titres de documents qui aideraient le jury dans ses recherches et sa prise de décisions.

Les candidatures seront évaluées par un jury approuvé par le conseil de l'ACPPU. La recommandation du jury sera soumise à l'approbation du conseil à sa réunion d'automne.

Le prix sera remis lors de la reunion printanière du conseil de l'ACPPU. Le ou la recipiendaire sera invité(e) à prononcer un discours devant le conseil. Ensuite, l'ACPPU publiera l'allocution. Le ou la récipiendaire recevra des honoraires de mille dollars en plus du prix.

Veuillez faire parvenir les candidatures par la poste, télécopieur ou courriel a :
PRIX POUR SERVICES ÉMÉRITES
Association canadienne des professeures et professeurs d'université
2675, promenade Queensview, Ottawa (Ontario) K2B 8K2
Téléc. : (613) 820-7244
Courriel : acppu@caut.ca

ACPPU

Never before have CAUT members had such power!

Now you can sit back and let Canada's leading lenders compete for the opportunity to fund your mortgage.

The Mortgage Market is made up of Canada's most innovative leading lenders.
✓ *Scotia Bank*
✓ *Cooperative Trust*
✓ *ING*
✓ *CIBC*
✓ *First Line Mortgages*
✓ *PC Financial*
✓ *MCAP*
✓ *First National*
+ many other off-market lenders

Mortgage Rates*	
Variable	1.99
1 *year*	3.95
2 *year*	4.05
3 *year*	4.10
5 *year*	4.45
7 *year*	4.64
10 *year*	4.92

The MORTGAGE Centre

1.888.216.7770 ext. 227 FAX 1.888.216.7771 EMAIL mtgcntrmetro@aol.com
www.caut.ca/mortgage_centre/

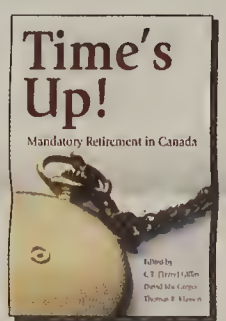
* Mortgage rates as of September 8/2005. Rates are subject to change without notice. Variable rate for initial 3 months. All other rates are closed.

The New CAUT Series Title
Published by James Lorimer & Company Ltd.

Time's Up!

Mandatory Retirement in Canada

Mandatory retirement has become a major social and political issue in Canada. In this book expert authors explore the key themes that lie at the heart of the debate on this subject. *Time's Up!* offers new information and new insights regarding the complex dynamics underlying this controversial policy. *Time's Up!* appears at a watershed moment in the debate about this subject in Canada, and features contributions from eminent writers in economics, business, politics and sociology.



Edited by
C.T. (Terry) Gillin
David MacGregor
Thomas R. Klassen

©2005 CAUT
1-55028-883-0
paper

Available Now!
$24.95

To order contact:
Formac Distributing
1.800.565.1975
Fax 1.902.425.0166
www.lorimer.ca

NEWS ACTUALITÉS

Peter Simpson Joins CAUT

PETER Simpson began his work as CAUT's newest assistant executive director in mid-July.

Prior to joining CAUT, Simpson was an assistant professor of philosophy at Laurentian University in Sudbury, Ontario and served as president of the Laurentian University Faculty Association.

"We are delighted to have someone of Peter's capabilities and experience join our staff," said James Turk, executive director of CAUT. "His work as both LUFA president and formerly as chief steward will serve him well as he assists CAUT's member associations in collective bargaining."

Simpson holds a PhD from the University of Toronto and taught for a year at Brock University. He was a visiting scholar at Pennsylvania State University in 2000–2001. ■

Peter Simpson se joint à l'ACPPU

PETER Simpson est entré en fonctions à l'ACPPU à la mi-juillet à titre de nouveau directeur général adjoint. Auparavant, M. Simpson était professeur adjoint de philosophie à l'Université Laurentienne, à Sudbury (Ontario), où il assumait également la présidence de l'association des professeurs (APUL).

« Nous sommes ravis d'accueillir Peter qui saura faire profiter l'ensemble de notre personnel de ses compétences et expérience », a déclaré James Turk, directeur général de l'ACPPU. « L'expérience qu'il a acquise à titre de président de l'APUL et aussi de délégué syndical en chef lui sera des plus utiles pour aider les associations membres de l'ACPPU à négocier collectivement. »

M. Simpson est titulaire d'un doctorat de l'Université de Toronto et a enseigné pendant un an à l'Université Brock. ■

Clinical Faculty Committee Meets in Ottawa

LEADING clinical faculty from medical schools across Canada met at CAUT in late August for the inauguration of CAUT's Clinical Faculty Committee. Established by CAUT's executive to advise on issues affecting clinical faculty, the new committee is focusing on challenges faced by clinical faculty in achieving the same rights and protections as all other academic staff at Canadian universities. Alan Jackson, a neurologist at Queen's University was elected chair of the committee. ■

Missing — Keith W. Brownell, Professor, Department of Clinical Neuroscience, Faculty of Medicine, University of Calgary; Derryck Smith, Head, Division of Child & Adolescent Psychiatry, University of British Columbia & Head, Department of Psychiatry, Children's & Women's Health Centre of BC.

1. *Larry Reynolds*, Professor & Head, Department of Family Medicine, Faculty of Medicine, University of Manitoba
2. Daniel Guitton, Professor, Department of Neurology & Neurosurgery, Montreal Neurological Institute, McGill University
3. Gordon Guyatt, Professor, Department of Clinical Epidemiology & Biostatistics & Department of Medicine, McMaster University
4. Alan Kwan, Professor & Head, Division of General Surgery, Faculty of Medicine, Memorial University of Newfoundland
5. James Turk, Executive Director, CAUT
6. Bertha Garcia, Chair, Department of Pathology, Faculty of Medicine & Dentistry, University of Western Ontario & Chief, Department of Pathology, London Health Sciences Centre
7. Jean Wilkins, Président, Association des médecins cliniciens enseignants de Montréal & Professeur, Département de pédiatrie, Faculté de Médecine, Université de Montréal
8. Alan Jackson, Professor, Department of Medicine (Neurology) & Professor, Department of Microbiology & Immunology, Queen's University
9. Loretta Czernis, President, CAUT
10. Colin Powell, Professor, Division of Geriatric Medicine, Faculty of Medicine, Dalhousie University & QEII Centre for Health Care of the Elderly
11. Brenda Gallie, Head, Cancer Informatics, Ontario Cancer Institute, University Health Network & Professor, Departments of Ophthalmology, Molecular Medical Genetics & Medical Biophysics, Faculty of Medicine, University of Toronto
12. Carol Cass, Director of the Cross Cancer Institute at the University of Alberta
13. Mark Boctor, Professor & Head, Division of Endocrinology, Department of Medicine, University of Saskatchewan
14. Victor Catano, Chair, Academic Freedom & Tenure Committee, CAUT

Deux employés de Brandon sont atteints d'un cancer mortel

LE mésothéliome — un cancer mortel causé par l'exposition à l'amiante — a été diagnostiqué chez deux employés de l'Université de Brandon, soit un membre du corps professoral et un ingénieur d'entretien à la retraite.

Construits dans les années 1960, les bâtiments de l'université renferment des produits d'amiante, comme c'était couramment le cas à l'époque.

Les associations des professeurs de l'Université de Brandon, de concert avec les autres syndicats de l'établissement, s'attaquent au problème de l'amiante dans le milieu de travail sur plusieurs fronts, notamment par la mise en oeuvre de programmes de formation. Pour sa part, l'ACPPU offrira à tous les syndicats une séance conjointe d'information sur les comités mixtes de la santé et de la sécurité et sur l'amiante dans le milieu de travail.

Selon Laura Lozanski, agente de santé et de sécurité au travail de l'ACPPU, au moment où l'on perfectionne les pratiques de désamiantage en milieu de travail, l'administration de Brandon « a pris l'initiative fort louable de communiquer avec tous les employés actuels et anciens de l'université pour les avertir qu'ils peuvent avoir été exposés à l'amiante dans le cadre de leur travail ».

L'ACPPU a lancé, en novembre dernier, une campagne nationale de sensibilisation à l'amiante après que l'on eut repéré deux cas de mésothéliome à l'Université du Manitoba.

« On ne saurait trop insister sur l'importance de la sécurité professionnelle et du droit de savoir des travailleurs », fait valoir la présidente de l'ACPPU, Loretta Czernis. « Les associations de personnel académique devront veiller avec vigilance au recensement des risques existant sur les lieux de travail et à leur communication aux comités mixtes de la santé et de la sécurité, de sorte que les mesures de protection et de prévention adéquates puissent être prises. » ■

Des renseignements sur l'amiante dans le milieu de travail sont disponibles a www.acppu.ca/fr/enjeux/asbestos/default.asp.

English on page A2.

Can you see it?

LEGEND HAS IT that, on his way to school, a young boy often passed Michelangelo at work on a sculpture. As the figure started to emerge, the child became increasingly intrigued. Finally unable to contain his curiosity, he stopped one day and asked the artist, "How did you know that there was a man inside that piece of marble?"

It takes vision as much as it does talent to create a work of art – and turn ideas into reality. That's why people with vision thrive at the University of Windsor. Our student-focused teaching and learning environment is a place where you can shape your career as you see fit, through leading-edge research and the dynamic sharing of knowledge, in a lab or in a lecture theatre. With its collegial faculty environment and ready access to several major universities in Michigan and Ontario, our University is a source of creativity, possibility and discovery. And let's not forget that Windsor is a highly liveable city, known for its temperate climate, affordable housing and cultural diversity.

If the opportunity to mould your own career appeals to you, Professor Brian Mazer, Director of Faculty Recruitment, will be happy to hear from you, toll free at 1-877-665-6608. You may also visit us online for more details.

www.uwindsor.ca/facultypositions

UNIVERSITY OF WINDSOR

the degree that works

NEWS

Crisis at First Nations University

☞ From PAGE A9

"I pray and hope that the university can be restored to some semblance of order and decorum, that students, faculty and staff have a safe and peaceful working environment in which to learn and work. However, I fear that it will never be on the verge of greatness as it had been."

Also, over the summer, the vice-president of administration, Wes Stevenson, one of those suspended by Watson in February, was fired for cause following receipt of the audit report. No specific reason was given for the firing nor was the report released.

Leonzo Barreno, director of international and special programs, was also fired for cause, without details being made available.

Both are suing FNUC.

A leaked report subsequently indicated the auditors believed Stevenson had used FNUC money for his own gain and had filed incorrect expense and travel claims.

Stevenson maintains it is a trumped-up case against him as a premise for a power grab at the university, enabling Watson and others to give jobs to their friends.

The audit and associated costs totalled more than a quarter of a million dollars a month before it was completed, according to a report to the FNUC board.

FSIN Turmoil

The turmoil has spread to the Federation of Saskatchewan Indian Nations. Theresa Stevenson (the mother of Wes Stevenson), an Order of Canada recipient who sits on the federation's senate and who had criticized Watson's actions, announced in late May that she had been relieved of her duties by the FSIN senate chair.

"Having watched what the FSIN is doing to damage the reputation [of the] First Nations University, staff and students, I can no longer sit back and remain quiet," she said.

Former University of Regina president, Lloyd Barber, who was instrumental in the creation of the forerunner of the First Nations University, warned about the seriousness of the present situation.

"A university, as an institution, is more than just a name. You can call yourself a university, but unless other people (including the academic community) agree to it, it is not," Barber said.

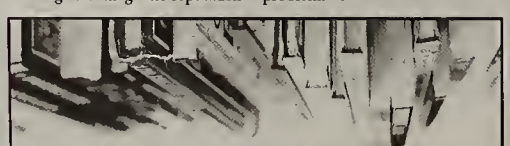
"The question of the definition of Indian control of Indian education was always around, but I think there is a desire for more complete control than existed ... but control does not mean sovereignty in that sense," he added.

In response to the crisis, Watson and Pratt announced that the FNUC board has appointed a task force "who will work together to undertake an in-depth review of our inner workings ... and prepare a set of recommendations for our board of governors."

One of the most prominent individuals named to the task force, provincial court judge Mary Ellen Turpel-Lafond, responded with surprise, saying in a newspaper interview: "I can tell you, on the record, I am not on the task force and any due process to seek me to be on the task force was not followed."

Concern has been expressed about the membership, mandate and limited timelines of the task force.

"The situation at FNUC cries out for resolution," said CAUT's James Turk. "But we have little confidence that the task force will offer useful answers given it was appointed by the FNUC board, reports to the FSIN, and many of its members have longstanding ties to those who are at the heart of the problem." ■



CAUT Conference • 20–22 October 2005 • Ottawa

Negotiating the Changing Culture of Academic Librarianship

Contact: Lois MacKenzie, CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2
Telephone: 613/820-2270 Fax: 613/820-7244 Email: mackenz@caut.ca

Walk for Life Week

AIDS continues to be an enormous threat and AIDS service organizations across Canada face this reality every day. This is why the Walk for Life exists! For many participating organizations, the Walk is one of the only AIDS fundraising events in which they can raise the badly needed money.

SIDA AIDS WALK FOR LIFE MARCHE POUR LA VIE

25 September 2005*

Find your Walk for Life at **www.aidswalkcanada.ca**

* Some cities may vary.

CAREERS
CARRIÈRES

SECTION B

A

■ **ANESTHESIOLOGY, PHARMACOLOGY & THERAPEUTICS — The University of British Columbia.** The Department of Anesthesiology, Pharmacology & Therapeutics (APT), Faculty of Medicine, The University of British Columbia is seeking a candidate for the position of Associate Head of Pharmacology working in conjunction with the Head of Anesthesiology, Pharmacology & Therapeutics (APT) (www.pharmacology.ubc.ca). The University of British Columbia invites applications for a tenure track position at the Professor level. The successful candidate will possess a MD or PhD and a passion for all aspects of the discipline of pharmacology. The applicant will be expected to provide leadership in the development of educational and research programs in Pharmacology within the Department and work in conjuction with the Head of Department and others in the development of research programs. This position is subject to final budgetary approval. The University of British Columbia's Department of Anesthesiology, Pharmacology & Therapeutics plays an active role in the delivery of health care and patient safety in the province of British Columbia as well as in the training of medical students, residents, graduate students and undergraduate students. The University of British Columbia is located primarily on the tip of Point Grey in Vancouver. It is the second largest university in Canada with an undergraduate population of 30,000 students. The medical school admits over 200 undergraduate students per year but is in the process of expanding the class size to 260 by 2010. There are five hospitals in the Vancouver metropolitan area that are currently affiliated with the UBC Department of Anesthesiology, Pharmacology & Therapeutics. All actively participate in both undergraduate and postgraduate training. The successful candidate will be appointed as a member of the full-time faculty. Salary and tenure rank will be commensurate with qualifications and experiences. This is a full-time tenure-track appointment and is subject to final budgetary approval. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified applicants to apply; however Canadians and permanent residents of Canada will be given priority. The anticipated start date for the position is 1 January 2006. Closing date for all applications is 31 October 2005. Before applying, applicants should thoroughly review the Departmental website at www.pharmacology.ubc.ca. Interested individuals should submit their most current Curriculum Vitae, covering letter and 3 letters of reference to: Dr. Brian Warriner or Dr. Cornelis van Breemen, Department of Anesthesiology, Pharmacology & Therapeutics, Room 217, 2176 Health Sciences Mall, Vancouver, BC, Canada V6T 1Z3. Applications will be accepted by mail or email: janelle.stewart@ubc.ca.

■ **ANTHROPOLOGY — University of Alberta.** Socio-Cultural Anthropologist. The Department of Anthropology in the Faculty of Arts at the University of Alberta invites applications for an entry level, tenure track position as an Assistant Professor. To fill this position, we are looking for an ethnographer whose research reflects innovative, anthropological perspectives on the complexities of modern life and the impact of change on traditional social systems. We particularly encourage applications that identify one or more of the following topics of interest: society and environment; kinship, personhood and emergent forms of social relatedness; culture, consumption and exchange in contemporary settings; knowledge, rights and entitlements; aboriginal rights; the impact of the development of modern nation-states on majority and minority communities; collective intellectual property, and/or the politics and poetics of cultural representation. We also seek a scholar who can continue our tradition of intensive cross-cultural research. The successful candidate will be expected to contribute to both the undergraduate and graduate programs in Anthropology. A PhD is required at time of appointment. The effective date of employment will be 1 July 2006. Information about the Department can be obtained at http://www.ualaweb.ualberta.ca/anthropology/. Deadline for application is 15 November 2005. Salary is commensurate with qualifications and experience. Applicants must include a letter describing areas of teaching and research interest; a curriculum vitae, samples of publications, and if available, a teaching dossier and evaluations of teaching performance. All materials should be sent to: Dr. Nancy Lovell, Chair, Department of Anthropology, 13-15 Tory Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2H4. Applications can be faxed to (780) 492-1526 or by email to gail.mathew@ualberta.ca, followed by hard copy. Letters of recommendation by three referees should be submitted directly to the Chair. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ANTHROPOLOGY — The University of Western Ontario.** The Department of Anthropology, The University of Western Ontario, invites applications for a probationary tenure track full-time appointment in Archaeology at the Assistant Professor level. We seek applicants who specialize in the archaeology of complex societies, including ancient states and civilizations. We would especially welcome applicants who do fieldwork in the Americas, but we encourage applicants who specialize in other geographic areas to apply. An analytical specialization(s) in an area complementing our existing graduate programs, specifically our MA in Bioarchaeology and our PhD in Archaeological Sciences, would be most welcome. Applicants must have a PhD and are expected to maintain an active research and publication program, teach undergraduate and graduate courses and provide graduate student supervision. Appointment will commence July 1, 2006. Closing date for applications: September 30, 2005. More information on the Department is available at: http://www.ssc.uwo.ca/anthropology. Applicants must send a curriculum vitae, relevant reprints, evidence of teaching excellence and the names and addresses, including email addresses, of 3 referees by the closing date to: Professor Chet Creider, Chair, Department of Anthropology, University of Western Ontario, London, Ontario, Canada, N6A 5C2; Phone: (519) 661-3430; Fax: (519) 661-2157; Email: Anthro-Chair@uwo.ca. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **ANTHROPOLOGY — Dalhousie University.** The Department of Sociology and Social Anthropology, Dalhousie University is seeking, subject to budgetary approval, a social anthropologist, at the rank of Lecturer/Assistant Professor, for a tenure stream position. The candidate should have research and teaching interests in economic anthropology in a global context, with a special focus on family, and community structures, in changing state-market relationships. In addition to economic anthropology, we expect applicants to have teaching expertise in courses such as comparative anthropological approaches to gender, families, childhood and youth, rural communities and peasant societies and globalization. Area of specialization is open, but Eastern Europe and post socialist societies preferred. Applicants should possess a PhD degree in Social Anthropology or be near completion. They should have experience in university-level teaching and have an active research agenda. Applicants should send a letter of application, an up-to-date curriculum vitae, evidence of teaching competence and a writing sample and should arrange to have three letters of recommendation sent to: Dr. Christopher Murphy, Chair, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia, B3H 4P9. The deadline for receipt of applications is October 14, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with disability, racially visible persons and women.

■ **ANTHROPOLOGY — University of Toronto.** The University of Toronto invites applications for two tenure-stream positions, one for a South Asianist, and the other for an East Asianist (China/Japan preferred), at the Assistant Professor level commencing July 1, 2006. The Department is seeking applicants with superior research and teaching abilities in at least two of the following topical areas: anthropological theory; methods; popular culture, media; and transnationalism. Applicants must have a PhD or be near completion at the time of application. Applicants should ask three referees to send letters of recommendation under separate cover to the address below. These letters must be received by the deadline. Applicants should also send curriculum vitae, teaching documents, sample publications, and a statement outlining current and future research interests to: Professor Hy V. Luong, Chair, Department of Anthropology, Sidney Smith Hall, #1039, University of Toronto, Toronto, Ontario, Canada, M5S 3G3. The closing date for applications is November 15, 2005. The University of Toronto offers the opportunity to teach, conduct research, and live in one of the most diverse cities in the world. Our student population is ethno-culturally very diverse. We offer opportunities to work in a range of collaborative programs, including Asia-Pacific and South Asian Studies, sexual diversity, and women's studies and gender studies. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons

Index Indices

B1	A	B19	N
B2	B	B20	O
B4	C		P
B6	D		Q
	E	B26	R
B11	F		S
B12	G	B28	T
B13	H	B29	U
B15	I		V
	J		W
B16	K		X
	L		Y
B18	M		Z

B29 Accommodations Announcements

How to Place a Career Ad

PHONE
613-820-2270

FAX
613-820-2417

EMAIL
ads@caut.ca

MAIL
CAUT Bulletin
2675 Queensview Dr.
Ottawa, Ontario
K2B 8K2

Direct correspondence and questions to the Advertising Coordinator

Print career ads posted to **ACADEMICWORK.CA** for free.

Comment mettre une annonce

TÉLÉPHONE
613-820-2270

TÉLÉCOPIEUR
613-820-2417

COURRIEL
ads@caut.ca

POSTE
Bulletin ACPPU
2675, prom. Queensview
Ottawa (Ontario)
K2B 8K2

Adresser la correspondance et les questions à la coordonnatrice de la publicité

Les publicités imprimées sont affichées gratuitement sur **TRAVAILACADEMIQUE.CA**.

Dean of Arts and Science

Mount Saint Vincent University (MSVU) invites applications and nominations for a **Dean of Arts and Science** to provide visionary leadership and foster an intellectually stimulating learning and research environment for faculty, staff, and students. The Dean will raise the profile of the Faculty internally and externally and will play a key role in long-term strategic planning initiatives related to the Faculty and the University as a whole.

More than 4,800 women and men from Canada and abroad are enrolled in MSVU's distinctive programs in the liberal arts, sciences, education and professional fields. These programs provide a high degree of individual attention to learners, both on-campus and at a distance. Founded on a commitment to the education of women, MSVU builds on this heritage to create an intellectual and social climate that promotes gender equity, inclusiveness and diversity.

The Faculty of Arts and Science is the largest Faculty at MSVU, consisting of 12 departments with 140 full- and part-time faculty. The Faculty offers BA and BSc programs in a range of disciplinary and interdisciplinary fields as well as a joint MA program in Women's Studies with Saint Mary's University.

A member of the senior administrative team of the University, the Dean reports to the Vice-President (Academic) and works closely with the Deans of Professional Studies and Education, and the Associate Vice-Presidents, Research and International.

The successful candidate will be an outstanding strategic leader with a strong academic and research background, experience in the development and administration of academic programs and demonstrated success as an academic administrator, including budget management and resource allocation. The Dean will provide collegial leadership for faculty and staff, have proven skills in working collaboratively with internal and external partners, and have excellent communication skills. The appointment will take effect on July 1, 2006 for an initial five-year term, renewable by mutual agreement following review.

The search committee will begin considering applications in October 2005 and will continue until the position is filled. Applications, including cover letter, current curriculum vitae, names and contact information for three references (who will not be contacted without the consent of the applicant) and a statement of vision for the role of Dean of Arts and Science, should be submitted to:

Dr. Donna M. Woolcott
Vice-President (Academic)
Mount Saint Vincent University
166 Bedford Highway
Halifax, NS B3M 2J6
E-mail: vpacademic@msvu.ca
Fax: (902) 443-3813

MSVU is committed to the principles of employment equity. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

www.msvu.ca
Discover the difference.

MOUNT SAINT VINCENT UNIVERSITY
Excellence • Innovation • Discovery

LaurentianUniversity
UniversitéLaurentienne

Systems Librarian

The J.N. Desmarais Library of Laurentian University invites applications from experienced, service-oriented professionals with a strong background in systems. The successful candidate for this tenure-track position will be responsible for providing operational support for a networked integrated library system (Sirsi).

Qualifications required include: An ALA-accredited Master's degree in Library/Information Science; experience in the management and maintenance of computing systems in an academic library; knowledge of telecommunications and networking as they relate to library applications; thorough knowledge of bibliographic control standards and MARC record structure; familiarity with international library standards (e.g., AACR2, Z39.50, MARC, ISO/iLL, NCIP, Dublin Core); experience with SIRSI Unicorn and Unicorn API in a UNIX environment, and experience with PERL and/or other scripting languages is preferred; excellent interpersonal skills as well as the ability to prioritize tasks and assignments. In accordance with the University's policy on bilingualism, Laurentian has a requirement of passive bilingualism (French/English) as a condition of tenure. If necessary, language training is provided.

Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Candidates should send a curriculum vitae and the names of three persons who could act as referees to:

Lionel Bonin
Director of the J.N. Desmarais Library
Laurentian University
935 Ramsey Lake Road, Sudbury, ON P3E 2C6
By email to: lbonin@laurentian.ca
By fax to: 705-675-4877

Applications will be received until the position has been filled.

MALASPINA
University-College

Located on beautiful Vancouver Island, Malaspina University-College is a regional comprehensive university & college with a global reach. Our faculty are dedicated to excellence in teaching and learning, and research is encouraged.

We are now accepting applications for the following positions:

Vice-President, Academic
Comp. OS-1000 closes 1 pm, Oct. 20/05

Dean, Faculty of Management
Comp. OS-1005 closes 1 pm, Sept. 22/05

For full details, please click on **Employment Opportunities** on the Malaspina University-College website **www.mala.ca**.
Bookmark this website for upcoming career opportunities.

Come for the Challenge. Stay for the Lifestyle.

900 Fifth Street
Nanaimo, BC • V9R 5S5
[07-07-10-1040]

Malaspina University College

www.mala.ca

CAREERS CARRIÈRES

with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and landed immigrants will be given priority.

■ **ANTHROPOLOGY — Wilfrid Laurier University at Brantford.** Launer Brantford will be hiring over ten new faculty members on either tenure-track or limited term appointments. All positions will begin July 1, 2006. Please visit our website at www.wlu.ca/brantford for full details on these positions.

■ **ANTHROPOLOGY — University of Victoria.** The University of Victoria (www.uvic.ca) invites applications for a tenure-track appointment at the rank of Assistant or Associate Professor in biological anthropology effective July 1, 2006. Candidates should have a strong commitment to teaching and research in a department whose members value co-operation between anthropological sub-disciplines. The successful candidate is expected to have broad teaching abilities in their sub-discipline and specialized research interests that indicate intellectual depth as well as breadth. Candidates should have a strong research record in osteology or contemporary biological variation and be able to teach in one or more of the following areas: osteology, paleopathology, paleonutrition, paleodemography, forensics, functional morphology or population genetics, epidemiology, growth and development. Candidates must also be willing to participate in the development of a new doctoral program in Anthropology at UVic. Applications must include complete curriculum vitae, the name and addresses (including email, fax and telephone numbers) of three referees who the department may contact, copies of selected relevant publications and summaries of teaching evaluations. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply: however, in accordance with Canadian immigration requirements, Canadian and permanent residents will be given priority. Applications should be sent to: Dr. Margot Wilson, Chair, Department of Anthropology, University of Victoria, P.O. Box 3050, Victoria, B.C. V8W 3P5; Telephone: (250) 721-7057; Email: anthone@uvic.ca; Main Office: Telephone: (250) 721-7046; Email: enthmain@uvic.ca before October 30, 2005.

■ **APPLIED MATHEMATICS — University of Waterloo.** The Department of Applied Mathematics, University of Waterloo, invites applications for a tenure-track faculty position in the area of mathematical medicine, to begin on or after July 1, 2006. Appointment at the Assistant Professor level is preferred, but extraordinarily strong candidates would be considered for a more senior position. Salary will be commensurate with experience and research record. Current research in this area includes projects being carried out in collaboration with medical practitioners at Princess Margaret Hospital and the Hospital for Sick Children, which focus on the development of mechanical models that accurately describe a variety of diseases and clinical conditions. Candidates should exhibit potential for outstanding research, and should have a strong mathematical background. We are looking for applicants with enthusiasm for teaching at both the undergraduate and graduate level. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (reference letters should not be sent at this stage). Screening of applications will begin on December 15, 2005, and the final deadline for receiving applications is January 15, 2006. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. Further information about the Department may be obtained from our webpage at www.math.uwaterloo.ca/AM_Dept/index.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **ART EDUCATION & CURRICULUM STUDIES — University of British Columbia.** The Department of Curriculum Studies at the University of British Columbia invites applications for one or more full-time, tenure-track position(s) in art education at the assistant, associate or full professor level. The appointment(s) will become effective July 1, 2006, subject to final budgetary approval. Candidates must have a doctoral degree, an established record of research and publication, and relevant school teaching experience. The successful candidate should have a strong background in curriculum and instruction at the primary, middle, and/or high school levels and be committed to providing leadership within the teacher education program as well as graduate programs in art education and curriculum studies. Responsibilities will include teaching courses at the undergraduate and graduate levels, supervising graduate students and student teachers, and maintaining an active program of research and publication. We encourage applications from individuals with a background in visual culture studies who are able to conduct research, and develop and teach courses, examining the production and consumption of images, objects, and events from diverse cultures and who address visuality and identity through the interdependent elements of race, ethnicity, gender, sexuality, class, and ability, and are committed to critical, anti-racist, and/or anti-oppressive perspectives in the context of the school curriculum. Programs and courses within the Department of Curriculum Studies cover all of the school curriculum areas with the exception of languages, and department members and students work in a collaborative, cross-disciplinary environment. The Department is particularly interested in receiving applications from candidates with multi-disciplinary or cross-disciplinary interests in education. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply however priority will be given to Canadian citizens and permanent residents. Appointment at a senior rank may be considered for a woman with exceptional qualifications. Salary will depend upon the successful candidate's qualifications and experience. The closing date for receipt of applications is October 1, 2005. A letter of application, a curriculum vitae, the names, addresses, and phone/fax numbers of three referees, a statement of research interests, and one published paper (if available) should be sent to: Dr. Linda Peterat, Interim Head, Department of Curriculum Studies, Faculty of Education, The University of British Columbia, 2125 Main Mall, Vancouver, B.C., Canada, V6T 1Z4; linda.peterat@ubc.ca.

■ **ART HISTORY — McGill University.** McGill University invites applications for a full-time, tenure-track position in Art History at the rank of assistant professor with specialization in 18th-century art and visual culture, beginning in August 2006. The specialization is open to all geographical locations and media. The successful candidate will be asked to teach and advise at the undergraduate and graduate (MA and PhD) levels, and to conduct scholarly research. Participation in normal committee work and other aspects of university life is also required. Candidates must hold a completed PhD and have teaching experience. Knowledge of French is an asset. Please send statements of research programme, teaching philosophy and course evaluations, along with a curriculum vitae and two letters of recommendation to Dann Barney, Chair, Department of Art History and Communication Studies, McGill University, Arts Building, 853 Sherbrooke Street West, Montreal (Quebec), Canada, H3A 2T6. Application deadline is October 31, 2005, or until the position is filled. All qualified candidates are encouraged to apply. However, in accordance with Canadian and Quebec immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. McGill University is committed to the principles of employment equity.

■ **ART HISTORY — Concordia University.** The Department of Art History of Concordia University invites applications for a tenure-track position for an architectural historian to be filled by 1 June, 2006. Candidates must hold a completed PhD, have teaching experience at the post secondary level, and have a demonstrated ability to conduct and disseminate innovative research. Successful candidates will be expected to teach undergraduate and graduate courses, and from the outset to assist in the supervision of MA students who are undertaking theses in North American art and architecture (including Mexico and the Canbbean). They should be able to function in the bilingual environment of our doctoral programme, offered in collaboration with three other Quebec universities, by being able to read and communicate in both English and French. Committed to e curriculum that actively acknowledges the diversity of methods in tha discipline of art and architectural history and theory, we are seeking an architectural historian who shares this orentation and who also appreciates the possibilities opened up by the fact that the Department is situated within the largest Faculty of Fine Arts in Canada and is located two blocks from the Canadian Centra for Architecture. If you are interested in applying for this position, please send a letter of application, a curriculum vitae, a teaching dossier, and letters of recommendation from at laast three people to Dr. Loren Lerner, Chair, Department of Art History, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8, by January 30, 2006. You will be contacted should any clarifications be required or should you be invited for an interview in Montreal, a process to include a public lecture in the Department. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

■ **ART HISTORY — Concordia University.** The Department of Art History of Concordia University invites applications for an art historian specializing in contemporary art to be filled by 1 June, 2006. Candidates must hold a completed PhD, have teaching experience at the post secondary level, and have a demonstrated ability to conduct and disseminate innovative research. Successful candidates will be expected to teach undergraduate and graduate courses, and from the outset to assist in the supervision of MA students who are undertaking theses in North American art and architecture (including Mexico and the Canbbean). They should be able to function in the bilingual environment of our doctoral programme, offered in collaboration with three other Quebec universities, by being able to read and communicate in both English and French. Committed to a curriculum that actively acknowledges the diversity of methods in the discipline of art and architectural history and theory, we are seeking an art historian who shares this orientation and who also appreciates the possibilities opened up by the fact that the Department is situated within the largest Faculty of Fine Arts in Canada and is located two blocks from the Canadian Centre for Architecture. If you are interested in applying for this position, please send a letter of application, a curriculum vitae, a teaching dossier, and letters of recommendation from at least three people to Dr. Loren Lerner, Chair, Department of Art History, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8, by January 30, 2006. You will be contacted should any clarifications be required or should you be invited for an interview in Montreal, a process to include a public lecture in the Department. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

■ **ART HISTORY (EARLY MODERN/RENAISSANCE) — University of British Columbia.** The University of British Columbia invites applications for a tenure-track appointment in Early Modern/Renaissance Art History at the rank of Assistant or Associate Professor beginning July 1, 2006. UBC, one of the largest and most distinguished universities in Canada, has excellent resources for scholarly research. Located on the Pacific Rim, Vancouver is a young, vibrant and ethnically diverse city contributing to the unique opportunities associated with this position. The candidate must possess e PhD and demonstrata serious engagement with theoratical issues and debetes within the disciplina and involvement with innovative research approaches. All specialties will be considered including candidates dealing with issues of new world contact. For a listing of current courses taught in our department please consult our department website: www.linearts.ubc.ca. Course re-development will be allgned with the successful candidate's specialty. Please submit a CV, a statement concaming teaching and research methods, significant publications, and threa letters of reference to: Dr. Serge Guilbeut, Chair, Early Modern Search Committee, Department of Art History, Visual Art and Theory, University of British Columbia, 403-6333 Memorial Road, Vancouver, BC, V6T 1Z2, Canada. UBC hires on tha basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however Canadians and permanent residents of Canada will be given priority. This position is subject to final budgetary approval. Deadline: October 31, 2005.

■ **ART HISTORY (JAPANESE & EAST ASIAN) — University of British Columbia.** The University of British Columbia invites applications for a tenure-track appointment in Japanese and East Asian Art History at the rank of Assistant Professor beginning July 1, 2006. UBC, ona of the largest and most distinguished universities in Canada, has a particularly strong commitment to Asian studies and excellent resources for scholarly research. Located on the Pacific Rim, Vancouver is a young, vibrant and ethnicalf diverse city contributing to the unique opportunities associated with this position. The candidate must possess a PhD and demonstrate senous engagement with contemporary issues and debetes within the discipline, and involvement with innovative research approaches. Specialty may be in any historical period including the modern era. Familiarity with the historical span of Japanese and East Asian art is required for teaching as our department offers degrees in Art History at all levels including the PhD. For a listing of current courses taught in our department please consult our department website: www.linearts.ubc.ca. Course re-development will be aligned with the successful candidate's specialty. Please submit a CV, a statement concerning teaching and research methods, significant publications, and threa letters of reference to: Drs) Marvin Cohodas and Rhadri Windsor Liscombe, Co-Chairs Japanese and East Asian Search Committee, Department of Art History, Visual Art and Theory, University of British Columbia, 403-6333 Memonal Road, Vancouver, BC, V6T 1Z2, Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however Canadians and permanent residents of Canada will be given pnonty. This position is subject to final budgetary approval. Deadline: October 31, 2005.

B

■ **BIOCHEMISTRY — University of New Brunswick.** The Department of Biology of the University of New Brunswick seeks applicants for a tenure track position in Biochemistry. The successful candidate will be expected to develop a strong research program examining biochemical processes in any biological system. The candidate will also be expected to teach a core biochemistry course and to develop two other courses in their area of specialization, over a time penod that would be negotiated at the time of appointment. A PhD is required and post-doctoral experience is strongly preferred. The existing research interests in the Biology Department span the disciplina, from ecology and evolutionary biology to physiology to cell and molecular biology, with unique strengths in algal biology, and river and wildlife ecology. In addition, UNB has an excellent microscopy and microanalysis facility, and nearby regional and federal research groups in aquaculture, agriculture and forestry offer opportunities for collaborative research. Information about the Biology Department can be obtained at www.unb.ca/fredericton/science/biology. International applicatrons are accepted and encouraged; however, equally qualified Canadian citizens and permanent residents will be given priority. The University is committed to the principle of employment equity. The closing data is October 21, 2005, or whenever a suitable candidate is found. To apply, send a letter describing your research and teaching interests, a curriculum vitae with the names and addresses of three referees, three representative publications, and a statement of teaching philosophy to: Gary W. Saunders, Chair, Dept. of Biology, University of New Brunswick, Mail Bag Service #45111, Fredericton, N.B. Canada, E3B 6E1.

■ **BIOCHEMISTRY & MOLECULAR BIOLOGY — Dalhousie University.** The Department of Biochemistry & Molecular Biology invites applications for a probationary tenure-track position at the rank of Assistant Professor to begin on or around July 1, 2006. Preference will be given to applicants with research interests in the structure and function of biomolecules. Areas of specific interest in this recruitment include enzymology, the biochemistry of nucleic acids or proteins. The successful applicant will be expected to develop a strong, externally-funded research program and to contribute

ACADIA UNIVERSITY

Wolfville, Nova Scotia

Acadia is a stimulating, vibrant environment, on and off campus, where dedicated faculty inspire and challenge students to be their best. Academic innovation has garnered the university a reputation for excellence. Our history of providing excellent academic programs and outstanding student life activities, combined with our setting in the university-oriented community of Wolfville on the shores of the Minas Basin, have all contributed to Acadia being recognized as one of Canada's premier undergraduate universities.

Acadia University invites applications for the following tenure track opportunities commencing July 1, 2006.

Faculty of Pure & Applied Science

Mathematics & Statistics

The Department of Mathematics & Statistics seeks to retain two tenure-track positions.

Acadia University has a proud tradition of excellence in undergraduate teaching and research. The Department provides a range of undergraduate programs for majors and honours students, a Master's program in Applied Mathematics and Statistics, an active co-op program, and double major programs in mathematics and statistics with other disciplines, including biology, business, computer science, economics and physics.

The department consists of 13 full time faculty, one of whom is the Canada Research Chair in Mathematical Modelling, and two instructors. It boasts one of the largest undergraduate programs in mathematics and statistics in the Maritimes. Our Honours graduates succeed at a high rate in the competition for NSERC graduate scholarships, comparable to many much larger Canadian institutions.

Associated with the department is the Statistical Consulting Centre and the Acadia Centre for Mathematical Modelling and Computation. The latter maintains a 50 CPU high-performance parallel computing cluster, managed by a full-time System Analyst.

The department maintains a vigorous research environment, in which all tenure-track faculty currently maintain externally-funded research programs.

Candidates should demonstrate a genuine commitment to undergraduate teaching, and must provide evidence of an ongoing research program. Post-doctoral experience is desirable, and the possibility of collaboration with current department members would be an asset.

Position 20901: The candidate should have completed a Ph.D. in some area of the mathematical sciences. A profile combining pure and applied interests would be regarded as an asset. The appointment will normally be at the Assistant Professor level.

Position 20903: The candidate should have completed a Ph.D. in Statistics or Actuarial Science. Although normally the appointment will be at the Assistant level, a successful candidate with a Ph.D. in Statistics or Actuarial Science, who holds the appropriate academic rank with a strong demonstrated record of research and teaching within the discipline, may be appointed at the Associate Professor level.

Applicants should send by mail a curriculum vitae, (referring to the appropriate position number) to Chair, Search Committee, Department of Mathematics and Statistics, Acadia University, Wolfville, Nova Scotia B4P 2R6, Fax: 902-585-1074, and must arrange for three confidential letters of reference to be sent directly to the same address. Information about the department may be found at http://ace.acadiau.ca/math/.

• Review of applications will begin December 1, 2005, and continue until the position is filled.

Faculty of Professional Studies

Fred C. Manning School of Business Administration

The Fred C. Manning School of Business Administration is home to 600 students from over 20 countries and 25 dedicated faculty members from a wide variety of professional backgrounds. Acadia graduates are recognized as among the best educated undergraduate students in Canada.

The School seeks to fill three tenure track positions (#s 30107, 30109, 30111). Candidates should have specialization in one or more of the following areas.

- Accounting
- Finance
- Small business management
- Entrepreneurship
- Human resources
- Organizational behaviour
- General management

Salary is commensurate with qualifications, teaching and business experience, and research record. The successful candidates should have a completed or near-completed Ph.D. or equivalent, and evidence of strong research potential.

Because much of the instruction in the School is accomplished in a team environment, flexibility to teach in a subject area secondary to the candidate's academic expertise is important. Candidates should identify their area of academic expertise and their second teaching area of interest from the list above. Successful candidates will demonstrate a commitment to undergraduate teaching and are expected to develop an active research program. Practical business experience is valued to enhance the School's multidisciplinary approach to business, and offers faculty and students extensive opportunities for project work in the business environment.

Further information on the Fred C. Manning School of Business can be found at http://business.acadiau.ca.

Letters of application, identifying areas of research and teaching expertise, curriculum vitae, and the names of three referees should be sent to: Professor Steven Enman, Director, Fred C. Manning School of Business, Acadia University, Wolfville, N.S. B4P 2R6; (902) 585-1216 (telephone); (902) 585-1085 (facsimile); E-mail: steve.enman@acadiau.ca.

• Review of applications will begin as they are received and continue until the position is filled.

Acadia University incorporates computer technology into the learning process and faculty members have the opportunity to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Acadia University is an Equal Opportunity Employer.

While budgetary approval has been granted for these positions, Acadia University reserves the right not to fill these positions or to fill these positions at a level different from the advertised level or term.

For the most recent information available on faculty positions at Acadia University, please check our website at http://admin.acadiau.ca/faculty/homepage.html.

ACADIA UNIVERSITY

CAREERS CARRIÈRES

to the teaching programs of the Department. The Department is affiliated with major international and interdisciplinary research programs; therefore the ability to collaborate across disciplines is an asset. Research activities in the Department encompass three general themes: i) structure, function and metabolism of biomolecules; ii) molecular cell biology and molecular genetics; and iii) comparative genomics, proteomics and molecular evolution. More details about the teaching and research activities of the Department and the Faculty of Medicine can be found on our web sites: www.biochem.dal.ca and www.medicine.dal.ca . Applicants must have a PhD degree, at least 2 years of post-doctoral experience and a strong publication record. Applicants should submit a curriculum vitae, reprints of several recent publications, a brief statement (1–2 pages) outlining their research plans and teaching interests, and the names of three referees to: Dr. M. W. Gray, Head, Department of Biochemistry & Molecular Biology, Faculty of Medicine, Sir Charles Tupper Medical Building, Dalhousie University, Halifax, NS, B3H 1X5. Closing date for receipt of applications is September 30, 2005. The Academic Planning and Appointments Committee will commence reviewing applications in October 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **BIOETHICS — Dalhousie University.** The Department of Bioethics is seeking a faculty member for a 0.5–1.0 FTE Academic Position. It is anticipated that the individual in this position will provide leadership in, and have a major focus in the development and coordination of educational programs in bioethics. Particular emphasis will be on ethics education in undergraduate and postgraduate medicine. Opportunities for creative educational approaches also exist as part of the department's ethics collaborations with the IWK Health Centre and Capital Health, and as part of the Faculty's growing interest in interprofessional education. This individual will be expected to contribute to all aspects of the Mission and Mandate of the department. Applicants must have a minimum of a PhD (tenure stream) or an MD with a graduate degree in a discipline related to bioethics and additional training and experience in bioethics (Continuing Appointment with Periodic Review, CAPR). A background in health care and/or education is an asset. Salary will be commensurate with qualification and experience. Applicants should submit curriculum vitae, teaching dossier, a writing sample and the names and contact information for 3 references to: Dr. Douglas Sinclair, Interim Department Head, Department of Bioethics, Dalhousie University, 5849 University Avenue, Rm C-315, Halifax, Nova Scotia, Canada, B3H 4H7. Tel: 902-494-3801; Fax: 902-494-3865. Applications should be received by October 31, 2005 and will be considered until the position is filled. Start date January 1, 2006 or July 1, 2006. "All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.".

■ **BIOLOGICAL SCIENCES — University of Alberta.** The Department of Biological Sciences invites applications for a tenure-track position at the Assistant or Associate Professor level in plant evolution and systematics. Excellent applicants will be considered from a range of subdisciplines (systematics, population genetics, evolutionary ecology, etc.), who have expertise in phylogenetic analysis and plant taxonomy. The successful candidate will be expected to serve as the Director of the Department's vascular plant herbarium (ALTA). The candidate must have a strong record of research and demonstrated potential for excellence in teaching. The University of Alberta offers a competitive salary commensurate with experience and an excellent benefits plan. The Department of Biological Sciences (http://www.biology.ualberta.ca/) consists of 70 faculty members and 275 graduate students, offering an exciting environment for collaboration with strong research groups in evolution and systematics, ecology, and plant biology. Exceptional infrastructure includes extensive research collections in diverse taxa (http://www.museums.ualberta.ca/), field stations, plant growth facilities, and service units in molecular biology, plant/soil chemical analysis, microscopy, imaging, and GIS. Candidates should submit a curriculum vitae, a one-page summary of research plans, a statement of teaching interests and reprints of their three most significant publications electronically to positions@biology.ualberta.ca or by mail to: Dr. L. S. Frost, Chair, Department of Biological Sciences, CW 405 Biological Sciences Bldg, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. Applicants must also arrange for three letters of reference to be sent to the Chair. Closing Date: October 15, 2005. The effective date of employment will be July 1, 2006. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **BIOLOGIE — Université de Moncton.** Le Département de biologie de l'Université de Moncton, Campus de Moncton, NB, sollicite des candidatures pour combler un poste régulier menant à la permanence. La personne sélectionnée devra détenir le doctorat, être en mesure de bien enseigner des cours du premier et deuxième cycles et d'encadrer des étudiantes et étudiants à ces deux niveaux, maîtriser la langue française tant à l'oral qu'à l'écrit, et avoir l'expérience et le dossier nécessaires pour être en mesure de développer un programme de recherche productif susceptible d'être financé par les grands conseils nationaux. L'expérience post-doctorale est souhaitable. Le poste est dans le domaine de l'écologie animale terrestre. Les cours à enseigner au premier cycle porteront sur l'écologie et l'évolution. La capacité d'enseigner des cours en entomologie et en biostatistique avancée sera considérée comme un atout. Les personnes intéressées par ce poste devront faire parvenir, avant le 24 septembre 2005, un curriculum vitae détaillé et accompagné d'un court texte donnant leurs intérêts en enseignement et en recherche, d'une copie des trois plus récentes publications, et des coordonnées de trois répondants à: Dr. Charles Bourque, doyen, Faculté des sciences, Université de Moncton, Moncton, NB, E1A 3E9, courriel: bourquch@umoncton.ca; tél.: 506-858-4301; fax: 506-858-4541. La date d'entrée en fonction est le 1er janvier 2006. L'Université de Moncton souscrit à l'équité en matière d'emploi et encourage les candidatures de toute personne qualifiée, femme ou homme, y compris les autochtones, les personnes handicapées et les membres des minorités visibles. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse aux citoyennes et citoyens canadiens ainsi qu'aux personnes ayant le droit d'établissement au Canada. Le traitement annuel est accordé selon la formation et l'expérience. Les critères servant à définir le rang professoral et l'étape de carrière sont établis dans la convention collective.

■ **BIOLOGY — Wilfrid Laurier University.** The Department of Biology invites applications for a tenure-track position in Vertebrate Zoology at the level of Assistant or Associate Professor, to start July 1, 2006. Applicants will be expected to have a broad background in the structure and function of vertebrates, with an ability to teach such courses as Comparative Chordate Zoology (at the Year 2 level) and Comparative Animal Physiology (at the Year 4 level). The successful applicant will have the opportunity to develop senior courses in his or her area of specialization. Candidates should have a PhD in a relevant discipline, provide evidence of excellence in teaching, and have an active research program with strong potential for external funding. Post-doctoral experience is required. The department focuses our undergraduate programs on organism-centred integration of the concepts of form, function, and evolution. More information about the department may be found at: http://www.wlu.ca/science/biology. Applicants should send a CV, three representative reprints, a summary of research objectives and teaching experience, and arrange for three letters of reference to be sent to Dr. Jane E. Rutherford, Chair, Department of Biology, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Email: jrutherf@wlu.ca; fax: 519-746-0677; tel.: 519-884-0710, ext. 2500. Deadline for applications is November 1, 2005. The university is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

■ **BIOLOGY — The University of Winnipeg.** The Department of Biology invites applications for a tenure track Faculty position at the Assistant Professor level. Applicants must have a PhD in Biology and be prepared to contribute to our undergraduate teaching in animal and plant physiology. It would be desirable for the candidate to also contribute to one of our biology core courses in genetics, ecology, or cell biology. The University of Winnipeg is committed to excellence in undergraduate education, but there are growing opportunities for graduate supervision. There is an expectation that the candidate will build an externally-funded research program in one of the fields previously listed; there are also opportunities for collaboration in molecular genetics and cell biology, evolutionary biology, forest ecology, vector biology, etc. Applicants should send their curriculum vitae, an outline (maximum 2 pages) of their proposed research program, a statement of teaching philosophy (maximum 2 pages), and arrange for three letters of reference to be sent to: Dr. Ed Byard, Chair, Department of Biology, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, Canada, R3B 2E9. The closing date for the application is December 15, 2005 with a start date of July 1, 2006. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents. Additional information on the Department is available at http://biology.uwinnipeg.ca/.

■ **BIORESOURCE ENGINEERING — McGill University.** Assistant Professor. The Department of Bioresource Engineering (www.mcgill.ca/agieng) is seeking outstanding individuals for a tenure-track position in bio-process and/or food engineering. The candidate will have expertise in engineering in one or more of the following areas, or a closely-related area, as it applies to production and processing: bio-chemical engineering or fermentative research. Exceptional infrastructure includes molecular biology and microscopy/imaging services, animal care facilities and access to Bamfield Marine Sciences Centre. Candidates should submit a curriculum vitae, a one-page summary of research plans, a statement of teaching interests and reprints of their three most significant publications electronically to positions@biology.ualberta.ca or by mail to: Dr. L. S. Frost, Chair, Department of Biological Sciences, CW 405 Biological Sciences Bldg, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. Applicants must also arrange for three letters of reference to be sent to the Chair. Closing Date: October 15, 2005. The effective date of employment will be July 1, 2006. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **BIOLOGICAL SCIENCES — University of Alberta.** We invite applications for a tenure-track position at the Assistant or Associate Professor level in research areas related to neurobiology. The successful candidate will be expected to interact with a strong comparative physiology group which has expertise in developmental, molecular and evolutionary neurobiology and cellular and neuroendocrinology. The candidate should have a strong record of research and demonstrated potential for excellence in teaching. The University of Alberta offers a competitive salary commensurate with experience and an excellent benefits plan. The Department of Biological Sciences (http://www.biology.ualberta.ca/), with 70 faculty members and 275 graduate students, offers an exciting environment for collabo-

LaurentianUniversity
UniversitéLaurentienne

Laurentian University is committed to serving the needs of Northern Ontario and its English-language, French-language and First Nations communities, and to extending its student recruitment reach into other areas of Canada. Laurentian's recent major accomplishments include the establishment, with Lakehead University, of the first new medical school in more than 30 years in Canada, the introduction of four new PhD programs, a 50% increase in enrolment, the establishment of a new Faculty of Management, and increasing success attracting research funding, all within a vibrant bilingual tri-cultural milieu that appreciates the past and is building toward the future. Please consult www.laurentian.ca for more information.

Laurentian University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

DEAN, HUMANITIES & SOCIAL SCIENCES

The Faculties of Humanities and Social Sciences provide exceptional undergraduate education and selected master's programs as well as advancing scholarly inquiry and research. The Faculties serve the largest number of undergraduate students on campus and are committed to teaching and learning excellence. Faculty and students meet in the intimate small classroom setting of a verdant campus of 750 acres surrounded by lakes.

The Dean of Humanities and Social Sciences will provide pro-active leadership to the Faculties, with a vision that encompasses the advantages and potential of the Faculties and provides a balanced commitment to teaching and research.

The ideal candidate will be a respected academic in a relevant field, and will bring dynamic vision and academic administrative experience, and be able to communicate in both English and French. With a distinguished record of teaching and research, s/he will be appreciative of the wide range of disciplines within the portfolio and will be appointable as Professor in one of its departments.

DEAN, SCIENCE & ENGINEERING

The Science and Engineering Faculty has been evolving at a rapid pace in the last few years, having developed new, innovative graduate programs including four PhD programs. Laurentian's goal is to build on existing strengths to achieve international research excellence in a number of multidisciplinary areas.

The Dean will contribute significantly to the Strategic Research Plan of the University, and further identify areas of focused research excellence within Science and Engineering, while continuing to maintain strong undergraduate programs.

The ideal candidate will be comfortable leading and directing Science and Engineering with both a visionary and administrative focus. S/he has been a leader in their career, in teaching, research and innovation, is able to communicate effectively in both English and French, and is prepared to continue the growth and excellence track Laurentian is on.

Should you want to learn more about this unique leadership opportunity, call Diyet Van Lieshout, Alex Verdecchia, or Libby Dybikowski in Vancouver at (604) 913-7768 or Rick Morgan in Ottawa at (613) 566-7035 or forward your CV, a letter of introduction and the names of three referees in confidence, to Provence Consulting Inc., Suite 202, 1555 Marine Drive, West Vancouver, BC, V7V 1H9.

Fax (604) 913-8356
Email/Courriel: search@provenceconsulting.com
Apply on-line/Candidature en ligne : www.provenceconsulting.com

We will communicate with all who express interest.

Nous communiquerons avec toutes les personnes qui manifesteront leur intérêt pour ces postes

PROVENCE FINDS

L'Université Laurentienne se fait un devoir de répondre aux besoins du Nord de l'Ontario et de ses collectivités anglophone, francophone et autochtone mais aussi d'étendre son recrutement dans d'autres régions du Canada. Au nombre de ses grandes réalisations récentes figurent l'établissement, avec la Lakehead University, de la première école de médecine créée au Canada depuis plus de 30 ans, la création de quatre nouveaux programmes de doctorat, une hausse de 50 pour cent de ses inscriptions, l'instauration de la nouvelle Faculté de gestion, et un succès grandissant pour attirer des fonds de recherche. Toutes ces activités se déroulent dans un environnement bilingue et tri-culturel vibrant où le passé compte mais qui se tourne aussi vers l'avenir. Veuillez consulter le site www.laurentienne.ca pour obtenir d'autres renseignements.

L'Université Laurentienne souscrit au principe de l'équité dans l'emploi, est favorable à la diversité dans le milieu du travail et encourage les candidatures de toutes les personnes qualifiées, y compris les femmes, les membres des minorités visibles, les Autochtones et les personnes ayant un handicap. Nous encourageons toutes les personnes qualifiées à poser leur candidature mais nous donnerons la priorité aux Canadiens et aux résidents permanents.

DOYENNE OU DOYEN, HUMANITÉS ET SCIENCES SOCIALES

Les Facultés des humanités et des sciences sociales offrent un enseignement de premier cycle et des programmes de maîtrise choisis et exceptionnels et encouragent l'enrichissement des connaissances et la recherche. Ces facultés servent le plus grand nombre d'étudiants de premier cycle du campus et visent l'excellence dans l'enseignement et l'apprentissage. Le corps professoral et les étudiants se réunissent dans les petites salles de classe d'un campus verdoyant de 750 acres entourés de lacs.

La doyenne ou le doyen des facultés des humanités et des sciences sociales agira en maître d'œuvre proactif dans une optique qui englobe les avantages et le potentiel des facultés et offre un engagement équilibré envers l'enseignement et la recherche.

La candidate ou le candidat idéal sera une ou un universitaire respecté dans un domaine pertinent, possédera une vision dynamique et une expérience de l'administration des études et pourra communiquer en français et en anglais. Forte d'un dossier remarquable d'enseignement et de recherche, cette personne appréciera la vaste gamme de disciplines qui entreront dans son portefeuille et aura le titre de professeur(e) dans un des départements.

DOYENNE OU DOYEN, SCIENCES ET GÉNIE

La Faculté des sciences et de génie a évolué rapidement ces dernières années grâce à ses nouveaux programmes novateurs d'études supérieures, notamment quatre programmes de doctorat. Le but de la Laurentienne est de miser sur ses forces actuelles afin d'atteindre l'excellence en recherche internationale dans des domaines multidisciplinaires.

La doyenne ou le doyen apportera une contribution importante au plan stratégique de recherche de l'Université et recensera des domaines d'excellence en recherche dans les sciences et le génie, tout en continuant à maintenir de solides programmes de premier cycle.

La candidate ou le candidat idéal pourra alsément guider et diriger la vision et l'administration des sciences et du génie. Cette personne est un chef de file dans sa profession, dans l'enseignement, la recherche et l'innovation; elle peut communiquer efficacement en français et en anglais et est prête à rester sur la voie de la croissance et de l'excellence dans laquelle la Laurentienne s'est engagée.

Si vous désirez obtenir d'autres renseignements au sujet de cette occasion unique d'exploiter vos qualités de leader, appelez Diyet Van Lieshout, Alex Verdecchia ou Libby Dybikowski à Vancouver au (604) 913-7768 ou Rick Morgan à Ottawa au (613) 566-7035, ou transmettez votre curriculum vitae avec une lettre de présentation et le nom de trois références à Provence Consulting Inc., Bureau 202, 1555 promenade Marine, Vancouver Ouest C.-B. V7V 1H9.

CAREERS CARRIÈRES

Memorial
University of Newfoundland

Head
DEPARTMENT OF PSYCHOLOGY

The Department of Psychology at Memorial University of Newfoundland (http://play.psych.mun.ca/) invites applications for a tenured/tenure track position as Department Head. The Headship is for a renewable, three-year term and will be filled at a rank appropriate to the experience of the candidate. The successful candidate will have a PhD in psychology, a commitment to graduate and undergraduate education, and a strong record of publication and research support. Good leadership skills are also required. Review of applications will begin October 1, 2005, and will continue until the position has been filled.

The Department has 31 faculty and an active graduate program in both Experimental Psychology (MSc, PhD) and Applied Social Psychology (MSc). Our faculty have diverse teaching and research interests ranging from behavioural neuroscience to clinical psychology.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador (www.gov.nf.ca). Offering a wide variety of undergraduate and graduate programs to more than 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a friendly city (www.stjohns.ca) with great historical charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Letters of application should include a statement of how the Department might evolve under the candidate's leadership and a description of the candidate's research and teaching interests. The letter, curriculum vitae, representstive publications and the names of three referees, should be sent to:

Psychology Headship Search Committee
c/o Dean of Science, Memorial University of Newfoundland
St. John's, NL, Canada A1B 3X7

Memorial University is committed to employment equity and encourages applications from qualified women, men, visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Partners of candidates for positions are invited to include their résumé for possible matching with other job opportunities.

Saint Mary's University

Halifax, Nova Scotia, Canada

SOBEY SCHOOL OF BUSINESS
DEAN OF COMMERCE

Saint Mary's University invites applications for the position of Dean of Commerce.

Saint Mary's University, founded in 1802, is a metropolitan university with international linkages throughout the world, while maintaining a strong commitment to the regional community. The University, located in Halifax, Nova Scotia, serves a student body of approximately 8,500 full- and part-time students.

The Faculty of Commerce in the Sobey School of Business has approximately 70 members, offering programs at the undergraduate, Masters and Doctoral levels, all AACSB accredited. It also contributes to Executive and Professional Development programs as part of Saint Mary's commitment to life-long learning. The Sobey School comprises a diverse faculty and student body and enjoys numerous international partnerships and study abroad opportunities.

Reporting to the Vice-President (Academic and Research) as academic and administrative head of the Commerce faculty, the Dean will continue to build a cohesive cross disciplinary faculty that is motivared, focused on providing a high caliber student experience, engaged in significant research initiatives and strongly oriented towards community engagement. The Dean will focus on academic excellence and innovation in all faculty programs and will nourish and expand the international orientation of the Sobey School.

We are seeking candidates, or nominations of candidates, preferably those who have a PhD and are pursuing a successful career in a university, business, consulting firm or in public service. Of particular imporrance in this appointment is the candidate's experience in leading change and growth in complex organizations, where persuasion and personal credibility were significant success factors. Within the university and in rhe external business community, this Dean must be recognized as a confident, results-oriented leader who has a vision for the faculty and can build support to achieve that vision.

Although candidares of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanenr residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

Please forward a letter of application, a recent curriculum vitae and names of three referees in confidence regarding Project 8038 ro The Caldwell Partners International through the opportunities section of www.caldwell.ca or to 5657 Spring Garden Road, Suite 500, Park Lane Box 247, Halifax, Nova Scotia, B3J 3R4. If you would like an initial exploratory conversation about this opportunity, please call 902-429-5909, or email shubbard@caldwell.ca.

Further information about Saint Mary's University and the Sobey School of Business can be found at www.smu.ca. The target appointment date is July 2006.

THE CALDWELL PARTNERS

TORONTO · CALGARY · HALIFAX · OTTAWA · VANCOUVER · MONTRÉAL · WINNIPEG

tion, plant cell or mammalian cell culture, downstream processing, nutraceuticals and bio-pharmaceuticals, bio-materials or bio-energy, post-harvest processing, food engineering, bio-photonics. Applicants are expected, in addition to having a PhD in the appropriate field, to have an excellent publication record for their level. It is expected that any person hired will develop a strong, independent research program supported by external research funds, will collaborate with other researchers, and teach at both the undergraduate and graduate levels. Applicants should be eligible for membership in a Canadian professional engineering association. Outstanding candidates will be nominated for Canada Research Chair awards (www.chairs.gc.ca). The following should be included in applications: curriculum vitae, a statement of teaching and research interests, the names of three referees, copies of several relevant publications. Applications should be mailed to: Dr. R. Kok, Chair, Bioresource Engineering, Macdonald Campus of McGill University, 21111 Lakeshore Blvd, Ste-Anne-de-Bellevue, QC, H9X 3V9, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ **BIOTECHNOLOGY — Simon Fraser University.** A Research Associate position is available in the Michael Smith Laboratories at The University of British Columbia. This position is being created to provide high level support for a diverse group of researchers working with Caenorhabditis elegans. Applicants must have a PhD in molecular, cellular and developmental biology, have extensive expertise in molecular analyses of gene regulation in animal systems, a minimum of 4 years of post-doctoral research experience, and a strong publication record. Technical expertise in quantitative real-time PCR, expression and purification of recombinant proteins, in vitro binding assays and site-directed mutagenesis is highly desirable. Applicants should send, not later than 30 September 2005, their curriculum vitae, a concise statement of research interests, the names of three referees and copies of representative publications, to: Professor D. L. Rudle, Michael Smith Laboratories, University of British Columbia, 2185 East Mall, Vancouver, BC, V6T 1Z4. The position is available immediately and will initially be for one year. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified applicants to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and Permanent Residents.

■ **BUSINESS — Ryerson University.** Tenure-Track Position. Ryerson University is known for innovative programs built on the integration of theoretical and relevant learning. Over 50 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada. Ryerson University is located in the multi-cultural heart of downtown Toronto. The School of Business Management has the largest undergraduate program in Canada, and is poised to begin a master's program in September 2006. The Faculty of Business will be moving to a new, state-of-the-art building on Bay Street in September 2006. Ryerson University's School of Business Management invites applicants for one tenure-track position (rank open) in the field of Organizational Behaviour and/or Human Resources Management. Applicants must have, or be near completion of, a PhD, and demonstrate excellence in research. Applicants must submit a curriculum vitae, a statement of research interests, and one example of scholarly writing, by November 1, 2005, to: Dr. Gerald Hunt, Program Director, Organizational Behaviour and/or Human Resources Management, School of Business Management, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Applicants should also arrange to have two confidential letters of reference sent to the above address. Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal people, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **BUSINESS — University of Alberta.** The University of Alberta School of Business invites applications for a senior level faculty position in Management Science (tenured associate or full professor rank; position subject to funding) starting July 1, 2006. We are looking for an individual who works on applications of MS in operations management and who has demonstrated excellence in research and teaching. The ideal individual will have a high-quality publication record in top journals in the fields of management science and operations management, and is expected to provide strong leadership to the Operations Management group at the School of Business. Proficiency in English is required. In the event that we are unable to recruit at a senior level, a junior level appointment may be considered. For an appointment at the assistant professor level, we prefer a completed PhD in an appropriate field with demonstrated research and teaching potential. The School of Business offers undergraduate, MBA and PhD degree programs. We are one of the largest business schools in Canada with 70 faculty members, 1900 undergraduate students, 300 full and part-time MBA students and 60 PhD students. We have successful operations management majors and a growing interest in supply chain management. For more information on the school, see http://www.bus.ualberta.ca/. Edmonton is a vibrant city of one million that offers the benefits of an urban lifestyle combined with high-quality schools, excellent public transportation, ample opportunities for recreation, and a low crime rate. Alberta has a strong economy and low taxes. Applications should include curriculum vitae, samples of research, any available teaching ratings, and names of three referees who have been asked to send confidential letters of assessment. Send via electronic mail to: Dr. Prem Talwar, Chair, Department of Finance and Management Science; E-mail: prem.talwar@ualberta.ca. Applications will be accepted until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **BUSINESS — Wilfrid Laurier University.** The Department of Business at Wilfrid Laurier University invites applications for position(s) at all ranks with teaching and research interests in Accounting commencing July 1, 2006. Position(s) subject to budgetary approval. For a detailed position description, visit our website at http://www.wlu.ca/academic/postings/bus.shtml.

■ **BUSINESS & SOCIETY — York University.** The Division of Social Science, Faculty of Arts, York University, invites applications for a tenure-stream appointment at the Assistant Professor level in the critical interdisciplinary field of Business and Society. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

■ **BUSINESS STRATEGY — University of Windsor.** The Odette School of Business at the University of Windsor invites applications for a tenure-track position in Business Strategy at the rank of Assistant Professor commencing July 1, 2006. The advertisement deadline date is November 18, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Allan Conway, Dean, Odette School of Business, University of Windsor, 401 Sunset Ave., Windsor, Ontario, N9B 3P4; Tel: 519-253-3000, Ext. 3091; Fax: 519-973-7073; E-mail: jdeslp@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

C

■ **CANADIAN HISTORY — University of Waterloo.** Applications are invited for a position at the Associate Professor or Full Professor level in modern Canadian history. Individuals from all fields are invited to apply and particularly those with an interest in political history and/or public policy. Candidates must have a stellar publication record. Ability to teach large undergraduate courses and experience in supervising graduate students are essential. The appointment is effective July 1, 2006. Applicants should send a curriculum vitae, a list of courses taught, summaries of recent teaching evaluations, and three reference letters evaluating scholarship to Dr. Patrick Harrigan, Chair, Department of History, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. Closing date for applications is November 15, 2005 Please note that applications sent by facsimile or e-mail will not be accepted.

■ **CHEMISTRY — Malaspina University-College.** Faculty position in the chemistry department for either Chemical Oceanography or Marine Natural Products. The successful candidate will develop and maintain a funded research program (including undergraduate students), as well as develop and deliver new courses in their area of expertise. Malaspina University-College is located on beautiful Vancouver Island in B.C., with ready access to numerous marine and oceanographic research facilities. For the complete advertisement, visit www.mala.ca and click on "Employment Opportunities." Applicants should submit a letter of application, statement of teaching philosophy, research program description, a CV and the names of three references by Oct. 6, 2005 to: Dr. David Orakeford, Dean of Science & Technology, Malaspina University-College, 900 Fifth St., Nanaimo, B.C., Canada, V9R 5S5; email: drakeford@mala.bc.ca.

CAREERS CARRIÈRES

■ **CHEMISTRY — Wilfrid Laurier University.** The Department of Chemistry at Wilfrid Launer University invites applications for a tenure-track appointment in any area of organic chemistry at the rank of Assistant Professor, effective July 1, 2006, subject to budgetary approval. Applicants will be expected to have a PhD and post-doctoral experience, to provide evidence of excellence in teaching, and have an active research program with strong potential for external funding. The successful candidate will be expected to teach a first year course as well as senior courses in organic chemistry. The department currently offers Honours BSc degrees in both Chemistry and Biochemistry and is committed to excellence in undergraduate education, featuring limited enrollments and small class sizes. The department plans to develop a graduate program. For more information please visit our web site at www.wlu.ca/science/chemistry. Applicants should send a full curriculum vitae, a teaching dossier including teaching experience, interests and teaching philosophy, as well as a concise, two-page outline of research interests and a brief proposal to Dr. Ian Hamilton, Chair, Department of Chemistry, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5 (email: ihamilto@wlu.ca). Candidates should also arrange to have three or more letters of reference to be mailed to the department before November 15, 2005 (please supply the names and complete addresses (fax and e-mail) of the referees). The university is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

■ **CIVIL & ENVIRONMENTAL ENGINEERING — University of Alberta.** The Position: The Department of Civil and Environmental Engineering at the University of Alberta invites applications for a tenure-track faculty position in the area of Structural Engineering at the Assistant Professor level commencing January 2006. An appointment at a higher rank will also be considered depending on the qualifications and experience of the successful candidate. Candidates should have a doctoral degree in Civil Engineering specializing in Structural Engineering or a related field, and have a demonstrated commitment to teaching and research in the university. Applicants from all areas related to Structural Engineering will be considered. However, applicants should have expertise in the areas of solid mechanics, numerical methods, and structural analysis. The successful candidate is expected to develop a significant independent research program, supervise graduate students in his or her fields of interest, teach postgraduate and undergraduate courses in Structural Engineering, and assist in the teaching of other engineering courses at the undergraduate level. The University: The University of Alberta, founded in 1908, is one of the largest universities in Canada with 34,000 undergraduate and 5,000 graduate students. The Faculty of Engineering has over 3200 undergraduate and 1100 graduate students, of which over 600 undergraduate and 400 graduate students are in the Department of Civil and Environmental Engineering. The Department of Civil and Environmental Engineering offers BSc, MEng, MSc, and PhD programs. The Structural Engineering program has more than 60 graduate students and seven full-time faculty members. The program houses a fully endowed CW Carry Chair in Steel Structures. The Structural Engineering program enjoys an international reputation and excellent financial support from government and industry. The University is situated in the heart of Edmonton, on the banks of the North Saskatchewan River. Edmonton has a population of 850,000 people, and offers a diverse array of cultural and sporting activities year round. The city has one of the lowest costs of living in Canada. The Rocky Mountain National Parks of Jasper and Banff, readily accessible from Edmonton by modern express highways, provide some of the finest skiing, kayaking, cycling, camping, backpacking, and fishing in the world. Application Procedure: Applicants should send a curriculum vitae including employment history, Canadian citizenship status, a statement concerning research and teaching interests, names and contact information for at least three referees, and samples of refereed publications to: Dr. J.J. Roger Cheng, P.Eng., Chair & CW Carry Professor of Steel Structures, Department of Civil and Environmental Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2W2; Fax: (780) 492-0249; email: roger.cheng@ualberta.ca. The Selection Committee will begin to review applications on October 15, 2005, but the search will remain open until a suitable candidate has been appointed. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **CIVIL ENGINEERING — University of Waterloo.** The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in structural engineering and applied mechanics and a research record in the area of rehabilitation of steel structures and bridges with expertise in structural health monitoring, composite materials, fracture mechanics or mechanics of fatigue. The successful candidate must complement the recently established Canada Research Chair (Tier II) in Structural Rehabilitation. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applications will be considered at any time until the position is filled.

■ **CIVIL ENGINEERING — University of Waterloo.** The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in structural engineering and applied mechanics and a research record in reliability and risk analyses of structural systems with an emphasis on steel structural systems. The successful candidate must complement the recently established Industrial Research Chair in Risk Based Life Cycle Management of Engineering Systems. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applications will be considered at any time until the position is filled.

■ **CLASSICAL STUDIES — University of Waterloo.** Applications are being accepted for a two-year definite term appointment at the Assistant Professor level in Classical Studies beginning July 1, 2006. The successful candidate will have a PhD in Classical Studies in hand or close to completion, and an ability to teach a variety of courses in classical civilizations and the Greek and Latin languages. Salary is commensurate with qualifications and experience. Consideration of applications will begin December 15, 2005. Please send curriculum vitae and supporting documents (graduate transcripts, course evaluations) and arrange for three letters of reference to be sent to: Dr. L.A. Curchin, Chair, Department of Classical Studies, University of Waterloo, Waterloo ON N2L 3G1 (email: lcurchin@watarts.uwaterloo.ca). For more information on the department, please visit our website at http://classics.uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **CLASSICS — Dalhousie University.** Department of Classics at Dalhousie University invites applications for a tenure stream appointment at the Lecturer/Assistant Professor level effective July 1, 2006 in Religion, Philosophy, and Culture in Late Antiquity and the Early Middle Ages. All candidates will possess philological competence in Greek and Latin normally expected for research and teaching in the field. All candidates will possess adequate knowledge of the philosophical, religious, and cultural history of the period in relation to its Classical sources. At the undergraduate level an ability to teach introductory and intermediate level classes within the offerings of the Department is essential. The successful applicant must be able to contribute to the Graduate Programme of the Department. The preferred research area is text-based studies of the intellectual and spiritual figures of the period understood within their cultural context. Applicants should have completed the PhD or be close to finishing and show competence in teaching, research and publication appropriate to their experience. The salary will be commensurate with qualifications and experience. This position is subject to budgetary approval. All qualified candidates are encouraged to

---

Schulich School of Medicine & Dentistry | The University of Western Ontario

Assistant Professor in Fetal/Neonatal Programming

The Department of Obstetrics & Gynaecology, Schulich School of Medicine and Dentistry at the University of Western Ontario has an opening for a limited term or probationary appointment at the rank of Assistant Professor although outstanding applicants at a higher level will be considered for a possible tenured appointment in the area of fetal/neonatal programming relating to cardiovascular development. The Department has a long tradition of research excellence in Reproductive Biology and Fetal Physiology, and is the home base for the internationally acclaimed Research Group in Fetal and Neonatal Health and Development.

Candidates should possess a PhD or equivalent in the biological sciences and relevant postdoctoral research experience. A strong research background in fetal/neonatal programming in relation to cardiovascular development including mechanistic control of blood pressure, myocardiocyte growth/functioning, vascular endothelial growth/functioning and consequences for longer term health is required. This individual will interact closely with the Perinatal Research Group, with other Children's Health Research Institute (CHRI) investigators, as well as the CIHR Group in Vascular Biology located within the Victoria Research Laboratories. The successful candidate will have access to new animal care facilities within the London Innovarium for chronic sheep studies and non-invasive guinea pig based studies including longer term follow-up, with customized and dedicated monitoring equipment. The successful candidate will be expected to establish an independent, externally funded research program, and participate in the teaching programs of the Department of Obstetrics and Gynaecology and the Physiology and Pharmacology Department which will become the candidate's cross appointed basic science department at the University of Western Ontario. This position offers a competitive start-up package, laboratory space, compensation and benefits. Additional information about the Department can be found at our website: http://www.uwo.ca/obsgyn/browsepage.html.

With a full-time enrolment of 32,000, the University of Western Ontario graduates students with a full range of academic and professional programs. The University campus is in London, a city of 340,000 located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". London boasts an international airport, galleries, theatre, music and sporting events. (See http://www/goodmovelondon.rom to learn more). Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families.

Interested candidates should send their curriculum vitae which should include research accomplishments and relevant publications, a one-page statement with research interests, and the names and address of three references to:

Ms Susanne Deakin, Administrative Assistant
Department of Obstetrics & Gynaecology
Schulich School of Medicine & Dentistry
Victoria Hospital, Room E5-319
600 Commissioners Road East
London, Ontario, Canada N6A 4G5

Telephone: 519-685-8439
Fax: 519-685-8515
Email: susanne.deakin@lhsc.on.ca.

Applications will be accepted until the position is filled.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcome applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

University of Northern British Columbia

College of Science & Management

Tenure Track Positions in Accounting, Finance and Marketing, School of Business

The School of Business, of the College of Science & Management, the University of Northern British Columbia, invites applications for tenure track positions in Accounting, Finance, and Marketing, commencing July 1, 2006, subject to budgetary approval. Rank is open for all positions.

The School of Business is the largest academic program in the University with over 500 students. It offers two degrees: A Bachelor of Commerce with majors in Accounting, Finance, International Business, Marketing and General Business, and an innovative MBA. The School of Business will move into a new building in 2006. The University of Northern British Columbia is a small, research intensive university with an enrolment of 3,500 students in more than 40 undergraduate and graduate programs. UNBC has a strong mandate for growth and a beautiful, comprehensive campus. UNBC is committed to research and teaching excellence, and provides strong support for faculty to develop their scholarly capabilities.

Located in north-central BC, Prince George is a city of 80,000 people with broad cultural, educational, and recreational amenities. The city is home to a symphony orchestra, professional theatre, a WHL hockey team, a community college, and the University. Prince George is a friendly community offering a wide range of new housing at very reasonable costs. The region also offers exceptional skiing, canoeing and kayaking, fly-fishing, hiking, and mountain biking. The lakes, forests and mountains of northern and central British Columbia offer an unparalleled natural environment in which to live and work. For more information about the city of Prince George please consult www.city.pg.bc.ca

Successful candidates will possess a Ph.D. (or be near completion); show evidence of strong research productivity or potential commensurate with appointment rank; and have demonstrated the capability for effective teaching. Salaries are attractive. Three original letters of reference will be required for short-listed candidates. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

Please forward your application, including curriculum vitae and statement of research and teaching interests, quoting competition #FABU18-05(B) for the Accounting position, #FABU19-05(B) for the Finance position, or #FABU20-05(B) for the Marketing position, to: **Dr. J. Howard Brunt, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to: Dr. Robert Ellis, Chair, School of Business, by Telephone (250) 960-6491, Fax (250) 960-5544, or E-mail: bellis@unbc.ca Electronic copies of applications and CV's may be forwarded to: **FacultyRecruitment@unbc.ca**

Applications received on or before **November 1, 2005**, will receive full consideration; however applications will be accepted until the position is filled.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA — *3333 University Way, Prince George, BC, V2N 4Z9. For More Information, Visit our Web Site: www.unbc.ca*

Memorial
University of Newfoundland

Assistant Professor (Term Position) DEPARTMENT OF COMPUTER SCIENCE

The Department of Computer Science at Memorial University of Newfoundland invites applications for a three year regular-term position at the rank of Assistant Professor, commencing no later than September 1, 2006. A Ph.D. in Computer Science or related field is required at the time of appointment. Duties include teaching at the undergraduate and graduate levels, research and normal administrative responsibilities. Salary will be determined according to qualifications and experience, as stipulated by the Collective Agreement. The position is intended to become tenure-track, contingent on the appointee winning an NSERC University Faculty Award (UFA) directed at increasing representation of Women and Aboriginal Peoples in Science and Engineering.

The area of expertise of the prospective candidate should be in the field of Multimedia, Database and Network Security, especially multimedia communications and digital document security. Applicants are expected to demonstrate excellent undergraduate and graduate teaching capabilities and to possess a strong research record with outstanding promise for future research.

Review of applications will begin immediately and continue until a suitable candidate has been identified. Applicants should submit a Curriculum Vitae, a description of their teaching interests, experiences and philosophy, a description of research interests and academic goals, and a maximum of three selected (p)reprints of publications. The application should be accompanied by a list, including phone number and email address, of at least three referees of international standing willing to provide letters of recommendation. All material should be sent with reference to position VPA-COSC-2005-001 to:

Dr. Wolfgang Banzhaf, Head
Department of Computer Science
Memorial University of Newfoundland
St. John's, NL, Canada, A1B 3X5
Email: chair@cs.mun.ca

The department currently has 16 tenure-track and 3 regular-term faculty members and supports B.Sc., B.A. M.Sc., and Ph.D. programs in Computer Science and collaborative graduate programs with other faculties. For more details, see www.cs.mun.ca.

Memorial University is the largest university in Atlantic Canada. As the Province's only university, Memorial plays an integral role in the educational and cultural life of the Province of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to more than 17,000 students, Memorial provides a distinctive and stimulating environment for learning. St. John's is a very safe and friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

In accordance with NSERC UFA eligibility requirements only Canadian citizens and permanent residents of Canada should apply. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

CAREERS CARRIÈRES

CIC
CANADIAN INTERNATIONAL COLLEGE

CAPE BRETON UNIVERSITY

OPEN CALL
FACULTY POSITIONS

The Canadian International College (CIC) is a post-secondary educational institution in Cairo, Egypt, established through a partnership with Cape Breton University (CBU), in Sydney, Nova Scotia, Canada. Through its partnership with CBU, CIC offers four CBU degrees – Bachelor of Business Administration and three Bachelor of Technology degrees (Information Technology, Manufacturing, and Computer Systems Development). Other degrees will be added periodically.

CIC, in conjunction with Cape Breton University, is seeking candidates interested in working in an international and dynamic environment in the following fields (partial listing of courses). This is an open call and applications for other disciplines and timelines will also be accepted.

Mechanical Engineering Technology – Courses in: Math, Physics, Static's, Dynamics, Statistics, Fluids, Metallurgy, Thermodynamics, and Strength of Materials, etc.

Electrical Engineering Technology – Courses in: Instrumentation, Electronics, and Process Measurements, etc.

Information Technology – Courses in: Advanced Programming (Oracle), Database Development, Visual Basic, PC Hardware Fundamentals, Internet Fundamentals, and System Analysis & Design, etc.

Business – Courses in: Quantitative Methods, Introduction to Business, Financial Accounting, and Organizational Behaviour, etc.

Candidates must have a Master's degree or PhD in a related field (candidates who do not have the academic qualifications, but have extensive industry/business experience may be considered). As well, candidates must have the following: relevant industry/business related experience (preferred); previous management or teaching experience in a post-secondary institution (desirable); capable of understanding and executing philosophies and procedures related to the university and college systems with an in-depth understanding of college curriculum and instructional programs; ability to relate instruction to real world industry or business; fluency in English; sufficient computer and related software skills; excellent oral and written communication skills; cultural sensitivity; and ability to work in an international environment.

CIC offers a competitive employment package that includes a salary commensurate with qualifications, standard benefits, housing and airfare.

Positions are available as early as September 2005; however, applications will be accepted on an ongoing basis.

Qualified candidates should send a letter of application indicating date available for work, a curriculum vitae, academic transcripts and three letters of reference to:
Dr. Ken MacLeod, c/o Cape Breton University, PO Box Box 5300, 1250 Grand Lake Road, Sydney, Nova Scotia B1P 6L2 Email: ken_macleod@capebretonu.ca
Fax: 902-563-1861

University of Saskatchewan

Faculty Positions
College of Nursing

In response to the continued growth in nursing program seats, the University of Saskatchewan College of Nursing invites applications for several tenure-track and limited-term faculty positions with a starting date of July 1, 2006. These positions may be based in Saskatoon or Regina.

Qualifications
Ideal candidates will have a doctoral degree, with at least one degree in nursing, and must be eligible for nurse registration in Saskatchewan. Candidates with a doctoral degree in progress are expected to complete the degree prior to consideration of tenure. Preference will be given to candidates with a funded program of research/scholarship or active registration as a Nurse Practitioner (Primary Health Care or Family). Masters preparation is required for limited-term positions. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Academic Setting
The College of Nursing is one of six health science colleges at the University of Saskatchewan offering unique opportunities for interdisciplinary research and practice. The College offers a four-year baccalaureate program, the Nursing Education Program of Saskatchewan (NEPS), in Saskatoon, Regina, and Prince Albert in collaboration with the Saskatchewan Institute of Applied Science and Technology (SIAST) and the First Nations University of Canada. The College also offers a baccalaureate program for diploma-prepared nurses and a Master of Nursing (MN) program. An advanced nursing practice program in mental health (MN) is expected to commence in 2006-07 and a PhD program is being planned. A successful recruitment and retention program serves Aboriginal students in nursing programs. Areas of research focus include primary health care, public health, rural/remote, Aboriginal, forensic, and mental health. Planning for a new interprofessional health sciences facility is well underway.

Responsibilities
Faculty teach in the graduate and undergraduate programs and participate in scholarly work (research and/or professional practice). To view additional information on the College of Nursing, please visit our website at www.usask.ca/nursing/.

Remuneration
Ranks and salary will be commensurate with experience. There is an excellent benefits plan and research start-up support for new faculty. Positions are subject to final budgetary approval.

Employment Equity
The University of Saskatchewan is committed to the principles of employment equity and encourages applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

How to Apply
Applicants are invited to send a curriculum vitae and the names of three references to: Professor Joan Sawatzky, Acting Dean, College of Nursing, University of Saskatchewan, A102 Health Sciences Building, 107 Wiggins Road, Saskatoon, SK, Canada, S7N 5E5. Closing date for applications is November 1st, 2005.

apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. A letter of application, complete and updated curriculum vitae, and three letters of professional recommendation should be sent to: Dr. D. K. House, Chair, Department of Classics, Dalhousie University, Halifax, Nova Scotia, B3H 4P9. The closing date for applications is October 14, 2005.

■ **COGNITIVE PSYCHOLOGY/COGNITIVE SCIENCE — Queen's University.** Two tenure track positions at the Assistant Professor level are available starting 1 July 2006 or as soon as possible thereafter, in Cognitive Psychology/Cognitive Science. Applications will be accepted until 20 November 2005, or until the positions are filled. For information about the Department see our website at http://psyc.queensu.ca/. We seek applicants with a strong program of research and teaching in Cognitive Psychology broadly construed. We are open to applicants with interests including, but not limited to, high level language and discourse processing, memory, attention, and cognitive aspects of perception and action. The successful candidates must hold a PhD in psychology and have a high-quality research program with the potential to link with other strengths within the Department including language and communication, memory and attention, perception and action, and cognitive neuroscience. The candidate will also be expected to provide first-rate instruction within our undergraduate and graduate programs, and to supervise undergraduate and graduate students. Decisions will be made on the basis of demonstrated research and teaching excellence, complementarity of research interests with existing strengths, and potential for effective collegial service. Salary will be commensurate with qualifications and experience. Queen's academic staffs are governed by a collective agreement, the details of which are posted at http://www.queensu.ca/quta. The Department has excellent facilities for interdisciplinary research through its links with the Queen's School of Computing and their Cognitive Science undergraduate stream, the Queen's Centre for Neuroscience with its new imaging facility (www.queensu.ca/neurosci/), the Queen's Biological Communication Centre (www.queensu.ca/qbcc/), and the High Performance Computing Virtual Laboratory (www.hpcvl.org). Queen's University is strongly committed to the Behaviour, Brain, and Cognitive Science (BBCS) Program in Psychology. To that end, the University has recently filled two Canada Research Tier II Chairs in the BBCS program in addition to offering the two regular tenure-track appointments advertised here. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University invites applications from all qualified individuals. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. Please send a letter of application, a curriculum vitae, copies of recent publications, and letters from three referees to Dr. V. L. Quinsey, Head, Department of Psychology, Queen's University, Kingston, Ontario K7L 3N6. Tel (613) 533 2492; fax (613) 533 2499. e-mail: psychead@post.queensu.ca.

■ **COMMUNICATIONS — The University of Winnipeg.** The University of Winnipeg invites applications for a tenure-track position in its Centre for Academic Writing, which offers an exciting new Major in Rhetoric and Communications. The position will be at the rank of Assistant Professor, beginning July 1, 2006. The candidate should have a PhD in rhetoric, composition, or communication, or any combination of these areas, or must be close to completing the PhD. We will also consider candidates with a PhD (or one close to completion) in English or Education with a concentration in rhetoric or composition and expertise in an area such as communication theory, technical/professional communication, computer-mediated communication, or communication and culture. Experience teaching undergraduate courses is a necessity. The successful candidate will teach upper-level rhetoric, writing, and/or communication courses as well as a range of discipline-specific first-year Academic Writing courses; will contribute to course and program development; and will be expected to carry out a research program. This position is subject to budgetary approval. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents. The deadline for applications is November 1, 2005. Interested candidates should send a curriculum vitae, three letters of reference, and a relevant course outline to: Dr. Judith Kearns, Director, Centre for Academic Writing, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada, R3B 2E9, Phone: 204-786-9848; Fax: 204-774-4134; Email: j.kearns@uwinnipeg.ca.

■ **COMPUTER SCIENCE — University of Windsor.** The University of Windsor invites applications for the Canada Research Chair in Bioinformatics in the School of Computer Science at the rank of Associate Professor commencing January 1, 2006. The advertisement deadline date is October 14, 2005. For a detailed position description visit our website at: http://www.uwindsor.ca/facultypositions. Contact: Dr. Boubakeur Boufama, Acting Director, c/o Margaret Garabon Cookson, School of Computer Science, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4; Phone: 519.253.3000, ext. 3714; Fax: 519. 973.7093; Email: garabon@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-660B (toll free) or recruit@uwindsor.ca.

■ **CRIMINAL JUSTICE STUDIES — University of Winnipeg.** The Criminal Justice Studies program at the University of Winnipeg invites applications, for a tenure track position at the Assistant Professor level. Subject to budgetary approval, this position is effective July 1, 2006. Candidates with a background in policing or legal scholarship are preferred, but applicants with a generalist background will also be considered. Candidates should have a demonstrated ability to conduct scholarly research and teaching experience in a University type setting. The successful applicant will be expected to teach introduction to the Criminal Justice System, and at least one other core area (police, criminal law/courts, corrections, theory, methods). Qualifications include a PhD in Criminal Justice, Law, Criminology, Sociology, or a related discipline. ABD's and LLM's with a background in criminal law will also be considered. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal Peoples, persons with disabilities, and members of visible minorities. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. Interested candidates should send a curriculum vitae and arrange to have three letters of reference forwarded by September 30th, 2005, to Dr. Michael Weinrath, Coordinator, Criminal Justice Studies, the University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9; fax 204-774-4134. Applications will not be considered until all letters of reference have been received.

■ **CRIMINOLOGY — Simon Fraser University.** The School of Criminology is inviting applications for one tenure-track position at the Assistant Professor level, starting September 1, 2006. The School has a well-established undergraduate programme with over 700 majors and minors in Criminology. It also offers graduate programmes leading to the degrees of MA and PhD. There are exceptional research opportunities which include access to Simon Fraser University's Criminology Research Centre, Institute for Studies in Criminal Justice Policy, Institute for Canadian Urban Research Studies, the International Centre for Criminal Law Reform and Criminal Justice Policy, the Mental Health, Law and Policy Institute and the Centre for Restorative Justice. The teaching faculty is multi-disciplinary and, at present, consists of 26 members. Qualifications: A PhD completed by September 1st, 2006 is required. Applicants must specialize in the area of victimology with additional specialization in either qualitative research methods or criminal justice policy. Duties: To undertake research, and to conduct teaching at the undergraduate and graduate levels in the School of Criminology in victimology and either qualitative research methods or criminal justice policy. The applicant must be prepared to teach other courses to be determined upon arrival. Note: Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This is an entry-level position (Assistant Professor). Only those holding or those eligible to be promoted to the rank will be considered. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Position subject to final budgetary approval. Date: The successful candidate will start on September 1, 2006. Salary: Dependent upon qualifications and experience. The successful candidate will be hired at the rank of Assistant Professor. Applications: Applications will be accepted until October 17, 2005. Applications will be treated in confidence and should be sent with a curriculum vitae, a sample publication, and the names and addresses of at least three referees to the Director of the School of Criminology at the address below. Please note that e-mail applications and attachments will not be accepted. Professor Robert M. Gordon, Director, School of Criminology, Simon Fraser University, Burnaby, BC, V5A 1S6; Tel: (604) 291-4305; Fax: (604) 291-4140.

■ **CRIMINOLOGY — Simon Fraser University.** The School of Criminology is inviting applications for one tenure-track position at the Assistant Professor level, starting September 1, 2006. The School has a well-established undergraduate programme with over 700 majors and minors in Criminology. It also offers graduate programmes leading to the degrees of MA and PhD. There are exceptional research opportunities which include access to Simon Fraser University's Criminology Research Centre, Institute for Studies in Criminal Justice Policy, Institute for Canadian Urban Research Studies, the International Centre for Criminal Law Reform and Criminal Justice Policy, the Mental Health, Law and Policy Institute and the Centre for Restorative Justice. The teaching faculty is multi-disciplinary and, at present, consists of 26 members. Qualifications: A PhD completed by September 1st, 2006 is required. Applicants must specialize in the area of environmental criminology and/or crime analysis. Duties: To undertake research, and to conduct teaching at the undergraduate and graduate levels in the School of Criminology in environmental criminology and/or crime analysis. The applicant must be prepared to teach other courses to be determined upon arrival. Note: Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This is an entry-level position (Assistant Professor). Only those holding or those eligible to be promoted to the rank will be considered. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Position subject to final budgetary approval. Date: The successful candidate will start on September 1, 2005. Salary: Dependent upon qualifications and experience. The successful candidate will be hired at the rank of Assistant Professor. Applications: Applications will be accepted until October 17, 2005. Applications will be treated in confidence and should be sent with a curriculum vitae, a sample publication, and the names and addresses of at least three referees to the Director of the School of Criminology at the address below. Please note that e-mail applications and attachments will not be accepted. Professor Robert M. Gordon, Director, School of Criminology, Simon Fraser University, Burnaby, BC, V5A 1S6; Tel: (604) 291-4305; Fax: (604) 291-4140.

■ **CRIMINOLOGY — Wilfrid Laurier University at Brantford.** Laurier Brantford will be hiring over ten new faculty members on either tenure-track or limited term appointments. All positions will begin July 1, 2006. Please visit our website at www.wlu.ca/brantford for full details on these positions.

■ **CRIMINOLOGY — University of Toronto.** Centre of Criminology and Woodsworth College invite applications for a tenure-stream appointment at the rank of assistant professor. The appointment will begin on 1 July, 2006. Candidates should have a doctorate in any social science or humanities discipline, and research and teaching interests in any field of criminology/social regulation. For details see www.criminology.utoronto.ca.

■ **CRIMINOLOGY — York University.** The Division of Social Science, Faculty of Arts, York University, invites applications for a tenure-stream appointment at the Assistant Professor level in the critical interdisciplinary field of Criminology. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

■ **CRIMINOLOGY — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of Sociology & Anthropology in the area of Criminology at the rank of Associate Professor commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Chair, Appointments Committee, Department of Sociology and Anthropology, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4; Tel: 519-253-3000, Ext. 2190; Fax: 519-971-3621; Email: lynnep@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

D

■ **DEVIANCE, CRIME & SOCIAL CONTROL — McGill University.** Sociology: Applications are invited for a tenure-track position, commencing August 2006, in the area of deviance, crime and social control. Appointment is likely to be made at the Assistant Professor level, but we will accept applications at all ranks. Ability to teach advanced qualitative or quantitative methods is expected. Interested persons should write to: Chair, Recruitment Committee, Department of Sociology, McGill University, Room 712 Leacock, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7, enclosing a curriculum vitae and a sample of work. Candidates should ask three referees to send confidential letters on their behalf. Applications should be received by October 15, 2005. McGill University is committed to equity in employment. For more information on the Department, visit our website at: http://www.arts.mcgill.ca/programs/sociology/. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The language of instruction at McGill is English but a working knowledge of French is an asset.

E

■ **EARTH SCIENCES — University of Waterloo.** The Department of Earth Sciences at the University of Waterloo invites applications for three tenure-track positions. We seek outstanding candidates at the level of Assistant to Full Professor who are capable of building strong research programs in a dynamic department that enjoys international recognition for advanced groundwater-focused studies within an innovative geoscience teaching and research program. Interest and expertise in multidisciplinary research approaches would be an asset. Candidates will also be expected to participate actively in a comprehensive undergraduate curriculum that spans the breadth of the traditional and environmental earth sciences. The Department of Earth Sciences has a well-funded and diverse research program involving 19 full-time faculty, 9 research faculty, 35 research staff and over 90 graduate students. The department has capability to support a broad range of field-oriented studies through an extensive drilling, sampling and instrumentation infrastructure, including shallow geophysical techniques and downhole stratigraphic logging, an internationally renowned Environmental Isotope Laboratory, aqueous and organic geochemistry laboratories and high-performance computing resources. Active collaborations and cross-appointments exist with researchers in other departments, including Civil, Mechanical and Chemical Engineering, Biology, Chemistry, Physics, Geography and Computer Science. Waterloo is home to the Waterloo Institute for Groundwater Research and also hosts the Canadian Water Network, a national network of Centres of Excellence. Further information about the Department and these positions can be accessed at: http://www.science.uwaterloo.ca/earth/. Tenure-track faculty are sought in the following areas: Sedimentology/Quaternary Geology: field-based specialization in clastic sedimentology/Quaternary geology. Familiarity with ground penetrating radar and other modern geophysical techniques would be an asset. Research areas of interest could include paleoenvironments/paleoecology/paleoclimatology, water and mineral resources, Contaminant Hydrogeology: field-based specialization in current and emerging research related to the general area of contaminant hydrogeology and physical hydrogeology. Specific areas of interest could include processes and technologies related to groundwater remediation, investigation of flow and transport processes in low-permeability and fractured media and the fate and persistence of industrial contaminants in groundwater. Physical Hydrogeology-Hydrogeochemistry: field- and/or laboratory-

CAREERS CARRIÈRES

based specialization in physical and/or chemical processes related to flow through porous media. Relevant research interests within the general area of hydrogeology could include contaminant transport, soil physics and unsaturated zone processes, immiscible fluids, hydrogeochemistry and geomicrobiology. Evaluation of candidates will begin 1st October 2005 and continue until the positions are filled. A complete application must include a full curriculum vitae, a statement outlining the nature of the research program and teaching philosophy, two or more recent publications and the names of at least three referees. Please identify the position(s) for which the application is intended. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Applications should be directed to the Search Committee Chair, Department of Earth Sciences, University of Waterloo, Waterloo, ON N2L 3G1, Canada (email: ktalbec@sciborg.uwaterloo.ca).

■ **EAST ASIAN STUDIES — University of Toronto.** The Department of East Asian Studies and the Centre for Comparative Literature at the University of Toronto invite applications for a full-time tenure stream position in modern Chinese literature effective appointment date commencing July 1, 2006. Candidates should have their PhD in hand at the time of appointment, demonstrate research excellence, display a strong and active commitment to literary theory and show the potential to become excellent instructors and graduate supervisors. The Department and Centre are open to a variety of methodologies and sub-fields and encourage interregional, interdisciplinary approaches. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. Please send a cover letter, curriculum vitae, and a substantial writing sample and arrange to have three letters of reference sent by January 9, 2006 to: Professor Andre Schmid, Chair, Department of East Asian Studies, University of Toronto, 130 St. George Street, #14087, Toronto, Ontario, M5S 3H1.

■ **ECOHYDRAULICS AND THE URBAN ENVIRONMENT — University of Waterloo.** The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in river hydraulics and watershed management. The person would have expertise in ecohydraulics with an emphasis on rehabilitation of watersheds and watercourses in urban environments. Experience in model development, GIS applications, hydraulics and/or modelling of ecological processes would be an advantage. The successful candidate must complement the Environmental and Water Resources Engineering Research Group in the Department of Civil Engineering primarily comprised of hydraulics, hydrology, hydrogeology, water quality and water treatment researchers. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

■ **ECONOMICS — Wilfrid Laurier University.** Applications are invited for two tenure-track appointments commencing July 1, 2006. For one of the appointments rank is open; the other will be at the rank of Assistant Professor. Candidates at the Assistant Professor level will hold, or will have nearly completed, a PhD in economics, with the requirement that they be able to demonstrate that they will establish themselves as recognized scholars, producing internationally recognized research and be good teachers at all levels. While outstanding applicants in all fields will be considered, the department is particularly interested in candidates in environmental/resource economics, public economics, industrial organization and health/education economics. Duties include teaching at the undergraduate and graduate level and research. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. Applications will be considered until the positions are filled. These positions are subject to budgetary approval. Applicants should send a letter and curriculum vitae and arrange for three letters of reference to be sent to Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Electronic applications are encouraged and should be sent to Dr. Alastair Robertson at aroberts@wlu.ca.

■ **ECONOMICS — Sir Wilfred Grenfell College.** Sir Wilfred Grenfell College, Memorial University of Newfoundland invites applications for a tenure track appointment in Economics at the Assistant Professor level to commence January 1, 2006. Candidates should be prepared to teach introductory economics courses as well as a choice of intermediate and specialized courses. Candidates in all fields of specialization are encouraged to apply, but preference may be given to those with expertise in resource economics and policy, tourism, and rural/regional development. This position which is within an interdisciplinary Environmental Studies BA program also supports a new Tourism BA program and a Business minor. Other programs for which economics may be pertinent are under development. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree). Teaching experience desirable. The appointment is subject to budgetary approval. Salary will reflect qualifications and experience in accordance with the Collective Agreement governing faculty at Memorial University of Newfoundland. Review of applications will begin October 1, 2005 and will continue until the position is filled. A letter indicating the position applied for, as well as a curriculum vitae, teaching dossier, and the names/addresses of three references should be submitted to: Dr. Holly Pike, Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NL, A2H 6P9. Tel: 709-637-6231; fax: 709-637-6218; email hpike@swgc.ca. For further information visit www.swgc.ca. Reference: VPA-GRSS-2005-002 All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **ECONOMICS — Simon Fraser University.** The Department of Economics at Simon Fraser University seeks to fill three tenure track positions at the assistant professor level, effective September 1, 2006, subject to budgetary authorization and approval by the Board of Governors. Strong candidates in every field will be given serious consideration. Excellence in research and teaching are the primary criteria for these positions. Applicants will be expected to teach at both the graduate and undergraduate levels. Candidates should have a PhD completed or near completion. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Send letters of application, with an indication of Canadian citizenship or permanent residence if appropriate, and curriculum vitae by November 18, 2005 to: Gregory K. Dow, Chair, Department of Economics, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, V5A 1S6, Canada. Applicants should arrange for three letters of reference to be sent directly to the same address. Email inquiries should be directed to econjob@sfu.ca.

■ **ECONOMICS — Memorial University of Newfoundland.** The Department of Economics seeks applications for one tenure-track position at the rank of Assistant Professor, beginning in July 2006. The Department is particularly interested in candidates with a specialization in Environmental Economics, and who can also teach Macroeconomics at the intermediate level. Letters of application should be sent to: Dr. Noel Roy, Head, Department of Economics, Memorial University of Newfoundland, St. John's, NL, Canada, A1C 5S7; Phone: (709) 737-8248; Fax: (709) 737-2094; email: noelroy@mun.ca and be accompanied by a current curriculum vitae, a teaching dossier, and the names and addresses of three persons who can supply a letter of reference. Please see the Faculty of Arts display advertisement on page [insert cross-reference page number here] for further details.

■ **ECONOMICS — Carleton University.** Applications are invited for a tenure-track appointment, subject to budgetary approval, to commence in the 2006-2007 academic year. The rank of this position will be dependent upon the qualifications of the successful candidate. The position requires a completed PhD (or expected in 2006), evidence of high-quality research, and good teaching potential. The position offers opportunities for interaction with the students in our PhD program. The Department is especially interested in candidates in Applied Microeconomics or in Behavioural Economics. Applications should include the candidate's Curriculum Vitae and samples of research. Applicants should also request that three letters of reference be sent directly to the Chair of the Appointments Committee. Applications should be submitted by regular mail and not by electronic mail. The competition will remain open until November 30, 2005 or until the positions have been filled. Please send applications and reference letters to the following address and indicate clearly which position the application is for: Chair, Appointments Committee,Department of Economics, Re: Applied Microeconomics Position, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario,Canada, K1S 5B6; or Chair, Appointments Committee, Department of Economics, Re: Behavioural Economics Position, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for woman, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

Memorial
University of Newfoundland

FACULTY OF ARTS

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to nearly 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. With 170 regular faculty members in 14 academic departments and a wide variety of interdisciplinary major, minor and diploma programs, the Faculty of Arts offers breadth, depth and diversity. Counting over 3,000 registered students with declared majors or minors, and with strong graduate programs, the Faculty is committed to providing solid teaching and research support to new appointees. The Faculty of Arts houses, among other units, the Institute of Social and Economic Research (ISER), ISER Books and the CFI-funded Digital Research Centre for Qualitative Fieldwork. It is also home to outstanding archival collections, including the Maritime History Archive, the Folklore and Language Archive and the Native Language Archive. Memorial's Queen Elizabeth II Library has excellent holdings with the most extensive collection of journals in the region. Please see www.mun.ca/arts/.

HEADSHIP SEARCHES

The two positions described below will normally commence no later than July 1, 2006, subject to budgetary approval. Appointment will be at the rank of Associate Professor or Professor. Letters of application should be sent to the Chair of the appropriate Search Committee, accompanied by a current curriculum vitæ, a teaching dossier, and the names and addresses of three persons who can supply a letter of reference. Candidates must have a completed doctoral degree in a relevant specialization, and a record of academic leadership experience in research, undergraduate and graduate programming. Letters of application should specifically address the qualifications and experience that make the applicant a suitable candidate for the position of Head and well qualified for a tenured senior position in the department. The term of office for Heads is three years, normally renewable once following review. Consideration of applications will begin October 10, 2005, and all applications should reach the Chair of the Search Committee no later than **November 18, 2005**

Department of French & Spanish

POSITION#: **VPA-FRSP-2005-001.** Le département sollicite des candidatures au poste de directeur/directrice. Nous encourageons toute candidature justifiant d'une expérience administrative acquise, mais les spécialisations suivantes nous semblent en outre d'un interêt particulier : grammaire du français; litterature française de la Renaissance; littérature française du 19e siècle; littérature francophone en dehors de la France. Le département comporte actuellement un total de 15 professeurs et professeures, dont deux en études hispaniques, et offre des programmes à St-Pierre et Miquelon, à Nice, et à La Coruña; un programme à Cuba est en voie de développement. Le département accueille un grand nombre d'étudiants de 1er cycle, et cherche à renforcer son programme de 2e cycle. Toute candidature est à adresser à : **Dr Ronald Rompkey, Chair, Headship Search Committee, Department of French & Spanish, Memorial University of Newfoundland, St John's, NL A1B 3X9.** Tél. (709) 737-7636; fax: (709) 737-3594; Internet: french@mun.ca.

Department of German & French

POSITION#: **VPA-GRRS-2005-001.** The Department is seeking a colleague with proven administrative skills and a solid record of research with a German specialization. The area of expertise is open, but we are particularly interested in candidates able to teach survey of literature and culture courses at all levels, with a research interest in the 18th century OR the Age of Goethe, for which we have excellent library holdings. Candidates should have native or near-native fluency in German. The Department currently has six regular faculty members, healthy undergraduate enrolments and successful field schools in both German and Russian, and is seeking to expand its graduate program. Applications should be directed to: **Dr Gerhard Bassler, Chair, Headship Search Committee, c/o Department of German & Russian, Memorial University of Newfoundland, St John's, NL A1B 3X9.** Phone: (709) 737-8831; fax: (709) 737-4000; email: marjorie@mun.ca.

TENURE-TRACK APPOINTMENTS

The positions listed below will normally commence July 1, 2006, subject to budgetary approval, and will be made at the rank of Assistant Professor. All positions normally require a completed doctoral degree in the appropriate discipline. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree). Letters of application should be sent to the Head of the appropriate department, accompanied by a current curriculum vitæ, a teaching dossier, the names and addresses of three persons who can supply a letter of reference, and such additional materials as may be specified below. Consideration of applications will begin October 10, 2005, and all applications should reach the Head no later than **November 18, 2005.**

Department of Economics

POSITION#: **VPA-ECON-2004-002.** The Department is particularly interested in candidates with a specialization in **Environmental Economics,** who can also teach **Macroeconomics** at the intermediate level at least. Duties include undergraduate and graduate (MA) teaching and research. Teaching experience would be an asset. Please submit applications to: **Dr. N. Roy, Head, Department of Economics, Memorial University of Newfoundland, St. John's, NL A1C 5S7.** Phone: (709) 737-8248; fax: (709) 737-2094; email: noelroy@mun.ca.

Department of English Language & Literature

POSITION#: **VPA-ENGL-2005-001.** The Department invites applications for a position in the area of the **19th Century American Literature and Critical Theory.** A secondary interest in aboriginal literature, bibliography, creative writing or post-colonial literature would be advantageous. Responsibilities include both undergraduate and graduate teaching and supervision. Additional material requested: a writing sample (20 page maximum) and copies of graduate and undergraduate transcripts. All required information must be received before applications will be considered. Please submit applications to: **Professor R. Hollett, Head, Department of English Language and Literature, Memorial University of Newfoundland, St. John's, NL A1C 5S7.** Phone: (709) 737-8277; fax: (709) 737-4528; email: rhollett@mun.ca.

Department of Folklore

POSITION#: **VPA-FOLK-2005-001.** Within the context of general folkloristic practice, special consideration will be given to folklorists with expertise in **Popular Culture and Folklife.** The Department has well-established undergraduate, M.A. and Ph.D. programs. The successful candidate will contribute to these thriving programs and will be expected to teach courses from the introductory level to the graduate level and to develop courses in her or his own sub-field(s) of expertise. Please direct applications to: **Dr Martin Lovelace, Head, Department of Folklore, Memorial University of Newfoundland, St. John's, NL A1B 3X8.** Phone: (709) 737-8401; fax: (709) 737-4718; email: martinl@mun.ca.

Department of Geography

POSITION#: **VPA-GEOG-2005-001.** The Department invites applications for a position in **Cultural Geography.** The successful candidate will be expected to teach at the undergraduate and graduate levels and should demonstrate commitment to excellence in teaching and be engaged in an active research program. Applicants can learn about the Department at www.mun.ca/geog. Applications should be directed to: **Dr. K. Storey, Head, Department of Geography, Memorial University of Newfoundland, St. John's, NL A1B 3X9.** Phone: (709) 737-7417; fax: (709) 737-3119; email: kstorey@mun.ca.

Department of History

POSITION#: **VPA-HIST-2005-001.** Field: **Canadian history,** specialization open. The person appointed to this position will be expected to teach at all levels of the undergraduate and graduate curriculum including the supervision of honours and graduate students. Applicants are expected to show evidence of commitment to both scholarship and teaching. Additional material requested: two samples of written work. Applications should be sent to: **Dr. Chris Youé, Head, Department of History, Memorial University of Newfoundland, St. John's, NL A1C 5S7.** Phone: (709) 737-8420; fax: (709) 737-2164; e-mail: cyoue@mun.ca.

Department of Political Science

POSITION#: **VPA-POSC-2005-001.** The Department is recruiting a candidate in **Canadian politics.** The successful candidate should be able to teach courses in such key areas of the Canadian political system as federal-provincial relations, urban politics, political parties and elections, interest groups and public policy. An ability to teach research methods would be an asset. The Department will gladly consider candidates able to treat Canadian Politics in comparative context or teach courses in women and politics. Additional material requested: a statement of teaching interests, a statement of the candidate's ongoing or proposed research program, a sample of scholarly writing, sample course outlines, and teaching evaluations or other evidence of teaching effectiveness. Applications should be directed to: **Interim Head, Department of Political Science, Memorial University of Newfoundland, St. John's, NL A1B 3X9.** Phone: (709) 737-8179; fax: (709) 737-4000; email: polisci@mun.ca.

Department of Sociology

POSITION#: **VPA-SOCI-2005-001.** Preference will be given to applicants with a research specialization in one or more of the following areas: **Social Inequality; Work; Health; Environment; Science and Technology; Quantitative Research Methods.** The person appointed will be able to demonstrate excellence in both teaching and research and will have a strong record of scholarly achievement. The successful candidate will be prepared to supervise honours and graduate students. Additional material requested: two examples of written work (either published or unpublished, but at least one example single authored). Applications should be addressed to: **Dr Stephen Riggins, Head, Department of Sociology, Memorial University of Newfoundland, St. John's, NL, A1C 5S7.** Phone: (709) 737-7443; fax: (709) 737-2075; email: sriggins@mun.ca.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. **Note: All applications should quote the appropriate position number as listed in each case.**

CAREERS CARRIÈRES

■ **ECONOMICS — University of Windsor.** The University of Windsor seeks an individual to serve as Head of the Department of Economics, an academic department including 13 faculty members. The successful candidate will be appointed to a tenured faculty position commencing July 2006 and will be Head for a term of five years, with the possibility of election to a second term. The advertisement deadline date is October 31, 2005. For a detailed position description visit our website at: http://www.uwindsor.ca/facultypositions. Contact: Dr. Richard J. Caron, Chair, Head Search Committee, Department of Economics, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, Ext. 2368; Fax: 519.973.7096; E-mail: econhead@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **ECONOMICS — York University.** Department of Economics, Faculty of Arts, York University, Toronto, Ontario invites applications for a tenure-track position at the Associate Professor level in microeconomic theory. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/ index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **EDUCATION — University of British Columbia.** The School of Human Kinetics at the University of British Columbia invites applications for a full-time, tenure-track position in socio-cultural study of exercise and sport at the Assistant Professor level. Appointment at a higher rank may be considered for a woman or member of a designated equity group with exceptional qualifications. All qualified persons are encouraged to apply. Applicants must have an earned doctorate in Human Kinetics or a closely related field with a background in socio-cultural studies and a promising record, or outstanding potential, in research and teaching. Expertise in one of internationalism, globalization, or multiculturalism as these pertain to exercise, physical activity or sport is strongly preferred. A background in social theory and research methodologies would be an asset. The appointment will become effective July 01, 2006, and will be subject to final budgetary approval. The salary will be commensurate with qualifications and experience. The successful candidate will teach undergraduate and graduate courses in their areas of specialty, supervise graduate students, develop a well-defined program of research, secure external research funding, and contribute to the affairs of the School. The School of Human Kinetics is an interdisciplinary academic unit focused on social, natural and biomedical science approaches to sport, physical activity and health across the lifespan. The School is committed to encouraging collaborative, interdisciplinary research and teaching among its members as well as with other university and extra-university groups. The School offers a newly revised BHK degree with specializations in Kinesiology and Health Science, Physical and Health Education, and Interdisciplinary Studies. The graduate program includes MA, MSc, MHK (non-thesis), and PhD degrees. Program enrolments are 800 undergraduate and 80 graduate students. Additional information related to the School is available at http://www.hkin.educ.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents will be given priority. The School is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University offers competitive salaries, start-up costs, and housing assistance. The closing date for applications is September 30, 2005. A letter of application, curriculum vitae, contact information for three referees, together with a statement of research interests and copies of recently published articles (if available), should be sent to: Dr. Robert Sparks, Director, School of Human Kinetics, The University of British Columbia, 210-6081 University Boulevard, Vancouver, British Columbia, Canada, V6T 1Z1; email: robert.sparks@ubc.ca.

■ **EDUCATION — University of British Columbia.** The Department of Educational Studies at the University of British Columbia invites applications for one or more full-time, tenure-track academic appointments in Educational Leadership at the Assistant, Associate, or Full Professor levels. The appointment(s) will become effective as filled, and will be subject to final budgetary approval. The Department of Educational Studies offers programs leading to PhD, EdD, MA, and MEd degrees in the three broad areas of adult education and higher education; educational administration and leadership; and society, culture, and politics in education. Programs offer thematic concentrations in such areas as multiculturalism and antiracism, First Nations education, policy studies, and feminist studies. The Department also offers a post-baccalaureate diploma in adult education and contributes significantly to the Faculty's teacher education program which includes a BEd with teacher certification, a pre-service Native Indian Teacher Education Program (NITEP) as well as a Tl'kel graduate First Nations education program. Educational Leadership is the distinctive and integrative feature of the Educational Administration and Leadership program. We seek scholar-practitioners who are committed to the understanding, critiquing and fostering of educational praxis for a pluralist and democratic society. Applicants should have experience as educators within schools and communities that serve children and youth and should communicate with practitioners in meaningful and relevant ways that promote educational dialogue. We encourage applicants with expertise in areas such as economics of education, diversity, First Nations, and policy whose work informs educators' action. Applicants should provide evidence of competence in their field of expertise and articulate a coherent plan of engagement with schools and communities. Applicants should have a doctoral degree in Educational Leadership or closely related field. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents will be given priority. The deadline for applications is 15th September 2005. Letters of application, curriculum vitae, the names, addresses and phone and fax numbers of three referees, together with a statement of research interests, copies of published papers and evidence of successful teaching and course development (if available) should be sent to: Professor Kjell Rubenson, Acting Head, Department of Educational Studies, Faculty of Education, 2125 Main Mall, UBC Campus, Vancouver, B.C. CANADA V6T 1Z4; Tel: (604) 822-8994; Fax: (604) 822-4244; E-mail: kjell.rubenson@ubc.ca; Web: www.edst.educ.ubc.ca.

■ **EDUCATION — Malaspina University-College.** Malaspina University-College, located on beautiful Vancouver Island, invites applications from emerging researchers who wish to be considered for nomination for a Tier II Canada Research Chair, focusing on the concept of engaging learning. The Research Chair would mentor faculty who are examining their own teaching practice in relation to effectiveness of student learning, create cross-community networks to explore common ideas and questions of effective learning, identify key problems and issues in higher education, and establish a research plan to advance the scholarly study of student learning as the foundational activity of Malaspina University-College. Responsibilities will include four distinct yet overlapping categories. First, the Chair will continue to engage in disciplinary and more broadly-defined higher education scholarship of teaching and learning, while continuing some disciplinary teaching. Second, the Chair will encourage and facilitate the work of Malaspina faculty, administration, and students as they engage in, understand, and develop their own scholarship of teaching and learning inquiry projects; this might include facilitating the design and critique of collaborative inquiries into teaching and learning, or the trans-disciplinary development and implementation of diverse methodological options across campus and beyond. The third role of the Malaspina Research Chair will be as an educational catalyst, working to promote, share, and make public emerging scholarly work designed to enhance and improve teaching and learning. Fourth, the Chair will coordinate dissemination of emerging scholarly work through provincial, national and international organizations that foster the scholarship of teaching and learning. The impact of this Canada Research Chair would be significant at many levels — as a rallying point for scholarly investigations of teaching and learning at Malaspina University-College, a connection point for local institutions, a dissemination point for broader national change, and as a visible commitment to students and student learning in higher education. For full details please check the Malaspina University-College website www.mala.ca (Employment Opportunities, Employment Postings, MFA — Academic).

■ **EDUCATION — University of Windsor.** The University of Windsor, Faculty of Education, invites applications for two tenure-track positions in the areas of Science Education — Physics and Chemistry and Instructional Technology and Computer Education at the rank of Assistant Professor commencing July 1, 2006. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, Ontario, N9B 3P4; Tel: 519.253.3000, Ext. 3801; Fax: 519.971.3612; E-mail: progers@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **EDUCATION — Simon Fraser University.** The Faculty of Education, Simon Fraser University, seeks applications for a tenure-track position in Teacher Education (with a related Curriculum specialty). The appointment will normally be at the rank of Assistant Professor and will begin September 1, 2006. Located in the Greater Vancouver area, the Faculty offers classes on three urban campuses (in Burnaby, Surrey, and downtown Vancouver (see http://www.sfu.ca/) and works with communities and school districts throughout BC. The Faculty has an outstanding record in research grants and publications, and in the design and delivery of innovative community-based programs in teacher education and professional development. Candidates are sought who are able to contribute in both these areas, and whose interests in education extend across disciplinary boundaries, in keeping with the non-departmental organization of the Faculty. The successful candidate will be based at Simon Fraser University's Surrey campus. He or she must possess a doctoral degree in Teacher Education, Curriculum, or a related field and present a strong record of internationally recognized scholarly activity (including research grants) in these areas. Candidates will have experience working in a preparation program educating teachers for work with students of diverse multicultural backgrounds. They should have also post-secondary expertise working with in-service teachers and other professionals, and be prepared to design and teach undergraduate and graduate courses in Curriculum and Teacher Education. Experience in public school teaching or first hand knowledge about the public school setting is a significant asset for this position. Experience in innovative program design at the post-secondary level is also desirable. SFU is a university that serves students of diverse ethnic, cultural, linguistic and national origins and therefore, interest and/or experience in working in multicultural and international settings, with students of diverse backgrounds, as a highly desirable attribute of applicants. Interested candidates should consult http://www.educ.sfu.ca/home/faculty_positions.htm for more detailed information on the position. Applicants should forward a letter of application describing: their teaching experiences, their scholarly interests and achievements, and their potential contributions to the Faculty; a current curriculum vita; the names and contact information for three referees; and one scholarly paper to: Dr. Peter P. Grimmett, Associate Dean, Faculty of Education, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5A 1S6. The competition closes October 31, 2005. Please do not ask referees to send letters of reference. All qualified applicants are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to equity in employment and offers equal employment opportunities to all qualified applicants. All appointments are subject to budgetary approval.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be based on the qualifications and academic records of the applicants. Exceptional candidates are being sought in the areas of computer engineering, nanotechnology engineering, MEMS, information security, and software engineering. However, outstanding candidates in other areas of electrical and computer engineering will also be considered. For more information on current openings, visit http://www.ece.uwaterloo.ca/ applications Applicants should have earned

www.yorku.ca

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 62,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Global, innovative and diverse, the Schulich School of Business enrols some 3,000 students over three semesters in undergraduate, graduate and postgraduate Business degree programs that lead to careers in the private, public and not-for-profit sectors. Located in Toronto, Canada, the School's new multimillion-dollar complex is on York University's main campus. Schulich's downtown Miles S. Nadal Management Centre is situated in the heart of the city's financial district.

Known for the diversity of its student body, faculty and staff, Schulich has pioneered unique offerings in areas such as financial engineering, financial services, real property development, business and sustainability, and health industry management. In addition, it launched Canada's first comprehensive degrees leading to careers in international business – the International MBA (IMBA) and the International BBA (iBBA). The Joint Kellogg-Schulich EMBA, established in partnership with Northwestern University's Kellogg School of Management, is North America's first cross-border Executive MBA. Each year, the Schulich Executive Education Centre provides executive development programs to more than 12,000 executives in Canada and abroad.

As Canada's Global Business School™, Schulich has strategic linkages in more than 80 countries around the world, including academic exchange partnerships with leading international management schools. Schulich has recently opened offices in Beijing, China, and Mumbai, India, to support initiatives related to recruitment, executive education, career development and alumni relations.

Schulich faculty have earned global recognition for their research in such fields as business and sustainability, organizational behaviour, forensic accounting and finance.

Schulich School of Business

TENURE-STREAM FACULTY

ACCOUNTING

York's Schulich School of Business is seeking up to three tenure-stream faculty in Accounting at the Assistant, Associate or Full Professor levels, effective July 1, 2006, subject to budgetary approval. Preferred candidates will: have a strong commitment to scholarly research and publication consistent with the strategy of the area group and the School (for senior appointments, a record of publication in high-quality refereed journals is required); have a commitment to effective teaching (for senior appointments, provide evidence of effective teaching); be qualified to teach in financial or managerial accounting, or taxation (subject to the needs of the area and the School); and possess a completed doctorate, or be near completion.

Salary and benefits are competitive. Applicants should send an application letter and a curriculum vitae, by **October 15, 2005,** to: **Professor Alan J. Richardson, Chair, Accounting Area, Schulich School of Business, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. E-mail: ajrichardson@schulich.yorku.ca**

FINANCE

York's Schulich School of Business is seeking two tenure-stream faculty in Finance, effective July 1, 2006, subject to budgetary approval. One position is at the rank of either Associate or Full Professor, specializing in either International Corporate Finance or International Investments. The other position is at the rank of Assistant Professor, specializing in Corporate Finance. Preferred candidates will: possess a completed PhD; have demonstrated excellence in research and teaching (commensurate with rank); and have a demonstrated ability to teach in PhD, MBA and BBA programs.

Salary and benefits are competitive. Applicants should send a curriculum vitae, three letters of reference, examples of research and information on teaching performance, by **December 1, 2005,** to: **Professor Yisong S. Tian, Chair, Finance Area Recruiting Committee, Schulich School of Business, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. E-mail: ytian@schulich.yorku.ca**

OPERATIONS MANAGEMENT

York's Schulich School of Business, Operations Management and Information Systems area, invites applications for a tenure-track position in Operations Management at the Assistant or Associate Professor level, effective **July 1, 2006,** subject to budgetary approval. We are interested in individuals capable of teaching and researching in the areas of supply chain management or service operations. As the area has a growing PhD program, we require an individual who possesses a rigorous education in the mathematical and statistical techniques to do empirical work using both primary and archival data. Preferred candidates will: have a completed doctorate, or a firm date for dissertation defence; have prior work experience in the industry; preferably have an MBA; be a scholar who will be committed to teaching in the undergraduate and MBA programs; demonstrate an understanding of, and the ability to lead or collaborate with others in research involving empirical methods.

Salary and benefits are competitive. Applicants should send a curriculum vitae, three letters of reference, examples of research and information on teaching performance, by **December 1, 2005,** to: **Professor Wade D. Cook, Area Co-ordinator, Operations Management and Information Systems, Schulich School of Business, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. E-mail: wcook@schulich.yorku.ca**

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713.** All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority for all positions.

Schulich
School of Business
York University

YORK UNIVERSITÉ UNIVERSITY

redefine THE POSSIBLE.

CAREERS CARRIÈRES

a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 65 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrollment of more than 300 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (to be launched in September 2005 jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system (strongly encouraged) at https://eceadmin.uwaterloo.ca/DACA or by post to: Faculty Search Coordinator, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ENGLISH — Wilfrid Laurier University at Brantford.** Launer Brantford will be hiring over ten new faculty members on either tenure-track or limited term appointments. All positions will begin July 1, 2006. Please visit our website at www.wlu.ca/brantford for full details on these positions.

■ **ENGLISH — University of Alberta.** The Department of English and Film Studies at the University of Alberta invites applications for a tenure track appointment at the rank of Assistant Professor in the area of Shakespeare Studies. Secondary areas of interest might include theatre history, early modern poetry and poetics, cultural studies, humanities computing, postcolonial studies, gender and sexuality, the history of the book, or the history of the English language. Applicants should have a PhD, or be close to finishing it at the time of appointment, as well as relevant teaching experience and publications. They should be prepared to teach broadly-based introductory courses in English literature as well as more specialized senior courses, and to supervise student work at both undergraduate and graduate levels. The appointment will commence 1 July 2006. Candidates should send the Chair a letter of application, a complete curriculum vitae (with full contact information, including phone numbers and e-mail address), a writing sample (20-page maximum), the names of three referees, and, if available, a teaching dossier and evaluations of teaching performance. Candidates are responsible for ensuring that official copies of undergraduate and graduate transcripts, and letters of reference from the three named referees, are sent directly to the Department. The closing date for applications is 31 October 2005. All application materials should be sent directly to: Garrett PJ Epp, Chair, Department of English and Film Studies, Humanities Centre 3-5, University of Alberta, Edmonton, AB, T6G 2E5, Canada. Established in 1908, the University of Alberta (www.ualberta.ca) serves over 35,000 students in more than 200 undergraduate programs and 170 graduate programs; the Faculty of Arts (www.arts.ualberta.ca) is the oldest and most diverse faculty on campus. The Department of English and Film Studies (www.humanities.ualberta.ca/English) is a large, vibrant, and collegial unit with a superlative record for teaching, research, and service. For further information about the position, or the Department, please contact the Chair by email at garrett.epp@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ENGLISH — Queen's University.** The Department of English at Queen's University invites applications for distinguished scholars, with an established publishing record and substantial teaching experience, who wish to be nominated for a faculty appointment under the Queen's National Scholar programme. Appointments under this programme are to enrich research and teaching in both new and established fields of knowledge, and will be determined through a university-wide competition. Applications are invited from scholars in any field, but the department is particularly interested in applicants with an interdisciplinary research profile and/or expertise in the following areas: Aboriginal studies, Canadian studies, contemporary literary and cultural studies, gender studies, and Victorian studies. Preference will be given to scholars in the early-to-mid career stage. Appointments under this programme will be either tenured or tenure-track, though under certain circumstances special shorter-term appointments may be made. Queen's University, located in the Thousand Islands region in proximity to Toronto, Montreal, and Ottawa, is a research-intensive institution with strong graduate programmes and among the highest undergraduate admissions standards in Canada. (Further information on the Department can be found at http://www.queensu.ca/english.) The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, the details of which are posted at http://www.queensu.ca/qufa. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. A full application for this appointment at Queen's should include a curriculum vitae, three letters of reference (or a dossier from a university placement officer), a brief statement of current and prospective research interests, and a statement regarding teaching experience. Application materials and letters of reference should be sent to Dr. Sylvia Söderlind, Acting Head, Department of English, Queen's University, Kingston, Ontario, K7L 3N6. Applications must be received by October 14, 2005.

■ **ENGLISH — Queen's University.** The Department of English at Queen's University invites applications for a renewable (tenure-track) appointment at the assistant professor level from July 1, 2006, in Renaissance non-dramatic literature. Queen's University, located in the Thousand Islands region in proximity to Toronto, Montreal, and Ottawa, is a research-intensive institution with strong graduate programmes and among the highest undergraduate admissions standards in Canada. (Further information on the Department can be found at http://www.queensu.ca/english.) The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, the details of which are posted at http://www.queensu.ca/qufa. Qualifications for this position include completed PhD and evidence of excellence in research and teaching. Responsibilities include both undergraduate and graduate teaching and supervision. Salary will be commensurate with qualifications and experience. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants should send a curriculum vitae and should arrange for three letters of reference (or a dossier from a university placement officer) to be sent to Professor Sylvia Söderlind, Acting Head, Department of English, Queen's University, Kingston, Ontario, K7L 3N6. Applications must be received by November 11, 2005.

■ **ENGLISH — University of British Columbia.** The Department of English at the University of British Columbia hopes to fill four Assistant Professor positions in any of the following areas: Early Modern Literature with an emphasis on Shakespeare, Victorian literature, Children's literature, Canadian literature, North-American Asian literature, and First Nations literature. Candidates with expertise in more than one of the above areas are especially strongly encouraged to apply. Applicants must have a PhD, publications and strong evidence of active and excellent research, and some experience teaching at the post-secondary level. Positions are subject to funding. Applicants should submit a letter of application, an example of their published research and a current CV containing full contact information. Applicants should arrange for three confidential letters of reference to be forwarded to Dr. Gernot Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC, V6T 1Z1, Canada. Complete applications and reference letters must be received by 28 October 2005. Position start date: 1 July 2006. The UBC English Department includes 53 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department WEB site for details on our programs, faculty, and activities: www.english.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants may elect to identify citizenship and immigration status.

■ **ENGLISH — University of Toronto.** Applications are invited for an Associate or Full Professor position, Department of English, University of Toronto, St. George campus. Qualifications: PhD in English with specialization in Victorian Literature. Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in that area. The University of Toronto is a three-campus university with a unitary graduate department on the St. George campus. Duties consist of research and undergraduate and graduate teaching on the St. George campus. Applicants must have established records of excellence in research and teaching. Salary commensurate with experience and qualifications. Send applications and c.v. to Professor Brian Corman, Chair, Department of English, 7 King's College Circle, University of Toronto, Toronto, ON, M5S 3K1. Have 3 letters of reference (or dossier) and graduate transcripts sent directly to the Department as soon as possible. Include ONE writing-sample of not more than 25 pages. Appointment commences 1 July 2006. The deadline for applications is 11 October 2005. Applications may not be accepted after the deadline. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University also offers opportunities to work in a range of collaborative programs, including Book History and Print Culture, Aboriginal, Canadian, environmental, ethno-cultural, sexual diversity, gender and women's studies. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ENGLISH — The University of Western Ontario.** The Department of English, The University of Western Ontario (http://www.uwo.ca/english/) invites applications for a probationary (tenure-track) position at the rank of Assistant Professor, to begin 1 July 2006, in Modern British and Irish Literature (1900–1960). The completed PhD, or equivalent, and experience and promise in teaching and research are minimum qualifications; published work is advantageous. For PhD candidates in the final stages of the thesis, supervisors must provide written confirmation of the completion date for applicatrons to be considered. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. Send letter of application with curriculum vitae and copies of transcripts, a writing sample, and three letters of reference to: Dr. J. Douglas Kneale, Professor and Chair, Department of English, The University of Western Ontario, London, Ontario, Canada, N6A 3K7. Applications must be received by 1 November 2005.

■ **ENGLISH — University of New Brunswick.** The Department of English at the University of New Brunswick (Fredericton Campus) invites applications for a tenure-track position in American Literature, effective 1 July 2006. Candidates must hold a PhD in any area of American Literature and should be able to demonstrate a commitment to teaching and research. Strong secondary qualifications in Creative Writing would be a definite asset. The University of New Brunswick is located in Fredericton, the capital city of New Brunswick, situated on the beautiful St. John River. UNB has a rich history, a legacy of excellence, and makes a significant difference to the economic, social, and cultural development in New Brunswick and around the world. Visit at www.unb.ca The Department of English has strong undergraduate programmes and offers both the MA and PhD as well as an MA option in Creative Writing. The Department is also interested in scholarly editing and is currently developing an MA stream in Electronic Publishing. Applications must include a covering letter, an updated CV, and samples of the candidate's recent scholarly (and where applicable, creative) writing. As well, applicants should arrange to have a complete record of their academic transcripts and three letters of reference forwarded to: Dr. Roger Poolde, Chair, Department of English, University of New Brunswick, PO Box 4400, Fredericton, NB, Canada, E3B 5A3. The deadline for applications is 18 November 2005. While all qualified candidates are encouraged to apply, Canadian and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **ENGLISH — University of Ottawa.** The Department of English announces the opening of a full-time, tenure-track position for a specialist in Canadian Literature at the Assistant Professor level, starting 1 July 2006. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is com-

Canada Research Chair in Atlantic Canadian Studies

St Thomas is a flourishing liberal arts undergraduate university. Located in the charming capital city of Fredericton, our campus is adjacent to the University of New Brunswick. In keeping with its Catholic heritage, St. Thomas University is primarily concerned with people, ideas and values and defines itself as an institution with a social conscience. The university hosts three nationally recognized research centres: the Third Age Centre, The Atlantic Human Rights Centre, and The Centre for Youth at Risk. St. Thomas University is one of the lead universities for the Atlantic Metropolis which conducts policy-relevant research in the field of immigration. Much of our research is of an interdisciplinary nature.

We invite applications from suitably qualified candidates in any discipline taught at St. Thomas University for the position of Canada Research Chair in Canadian Atlantic Studies. Researchers in Humanities, Social Sciences or the professional fields of Education, Social Work, Gerontology or Journaliem are encouraged to apply. We seek applicants who are committed to pursuing their own research agendas, collaborating and sharing their expertise with other researchers, and developing interdisciplinary exchanges. The chair will teach one course each year. The successful applicant will have a strong record of research and publications and show potential to facilitate the research of students and colleagues, including colleagues at an early stage in their careers. Expertise in Atlantic Canadian Studies and at least one other of the focal areas of research at this university is required. Other focal areas include: Human Rights and Social Justice, narrative studies, multiculturalism, populations on the margin of Canadian society and qualitative analysis. For more information about St. Thomas University please see our web-site: http://www.stu.ca. Information about research is available at: http://www.stu.ca/facstaff/facstaff.htm.

A five year Tier Two appointment, that may be renewable for another five years, will be recommended for the successful candidate. The successful candidate will be an emerging scholar who has already demonstrated particular research creativity, and a potential to achieve international reputation within the next five to ten years. Salary will depend upon the qualifications and experience of the candidate. A tenure track position may be offered to a suitably qualified external candidate.

Researchers who are interested in this position are encouraged to contact the Chair of the Search Committee, Dr. Rosemary Clews, (506) 452 0481, clews@stu.ca. Applicants should submit a CV, a letter of application which includes a justification for the tier sought, a 6 page proposal for a programme of research for the first 5 years of tenure, and a 100 word summary describing the uniqueness and importance of the proposed research programme. Applicants should arrange to have three letters of reference sent directly to ***Dr. Rosemary Clews, Assistant Vice President (Research), St. Thomas University, Fredericton, New Brunswick, Canada E3B 6G3*** by the closing date of ***September 30th 2005***. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. Interviews will be held during the week beginning October 10th 2005. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

St. Thomas University
LEADERS IN LIBERAL ARTS

McGill

HEALTH INITIATIVE

CCMF/Marcel Desautels Chair in Integrative Health Management

The McGill Health Initiative is a strategic alliance between the Faculties of Management and Medicine at McGill University. Pushing simultaneously the frontiers of health and management disciplines, the McGill Health Initiative was formed in 2001 to foster innovative research on modern health challenges. As the Initiative has now grown into well funded research programs and innovative educational and knowledge transfer activities, including the MD/MBA, we are recruiting for an outstanding scholar in integrative health management whose work addresses the complex and adaptive relationships between medicine, management, health care delivery processes, and policy.

Applications are invited for the CCMF (Canadian Credit Management Foundation)/ Marcel Desautels Chair in Integrative Health Management at the Faculty of Management. This Chair can be paired with a Canada Research Chair either at Tier 1 (Senior) or Tier 2 (Junior) level for someone whose research aligns with Canadian Institutes of Health Research (CIHR) pillars

Applications are invited from scholars who meet the following criteria

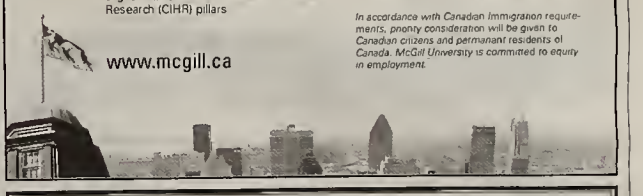
(a) A higher degree (PhD or equivalent);
(b) Strong background in research, teaching and development in the field of integrative health management,
(c) Demonstrated leadership in this field;
(d) Experience in working with healthcare, management, and strategic policy makers

Interested candidates are invited to submit a CV, a statement of research goals and plans and a statement of teaching interests and philosophy before **September 30, 2005**

Please send applications to:
Search Committee
CCMF-Marcel Desautels Chair in Integrative Health Management,
Faculty of Management
McGill University
1001 Sherbrooke St. West
Montreal, Quebec, Canada, H3A 1G5
or via email to CCMF-Chair.mgmt@mcgill.ca.

In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

www.mcgill.ca



WILFRID LAURIER UNIVERSITY

Tenure-Track Positions in Psychology

The Psychology Department at Wilfrid Laurier University invites applications for three tenure-track appointments in psychology at the Assistant Professor level beginning July 1, 2006, subject to budgetary approval.

Cognitive Psychology: Expertise in any area is welcome. The successful applicant will have the opportunity to supervise students in the MSc and PhD programs in the Brain and Cognition area of the department.

Developmental Psychology: Expertise in any area is welcome. The successful applicant will have the opportunity to supervise students in the MA and PhD programs in the Social and Developmental Psychology area.

Social Psychology: Expertise in any area is welcome. The successful applicant will have the opportunity to supervise students in the MA and PhD programs in the Social and Developmental Psychology area.

All hiring decisions will be made on the basis of research excellence, teaching ability, leadership abilities, and fit with departmental needs. Applicants should have a PhD, evidence of commitment to and superior ability in teaching, and an active program of research with strong potential for external funding.

Applicants should send a curriculum vitae, copies of rerent publications, a statement of current and prospective research interests, a statement regarding teaching experienre and interests, and at least three letters of referenre to **Dr. Geoffrey Nelson, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5** (email: gnelson@wlu.ca). Applications will be accepted until **November 1, 2005,** or thereafter until the position is filled. Applicants can learn more about the Department and current faculty interests at http://www.wlu.ca/.

In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given first consideration. The university is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities and aboriginal people.

CAREERS CARRIÈRES

Canada Research Chairs

Gender
Human Development
Technology Enhanced Learning

Recognized as a leader in innovative education, Mount Saint Vincent University (MSVU) is primarily an undergraduate university with strong programs in arts, sciences, and professional areas. The University also offers graduate programs in six areas.

MSVU seeks outstanding researchers as candidates for its remaining allocation of Canada Research Chairs (CRCs). MSVU plans to nominate one Tier I or two Tier II Chairs in the following strategic research areas: Gender (encompassing a broad range of disciplines), Human Development, and Technology Enhanced Learning. The appointment of a Tier I Chair would be at the rank of Professor, while the appointment of the Tier II Chairs would be at the rank of Assistant or Associate Professor. These appointments will likely commence in January or July 2007.

Tier I candidates must be experienced researchers whose peers acknowledge them as world leaders in their field; Tier II candidates must be scholars with demonstrated potential of becoming world leaders in their field. All candidates should have a proven record of and commitment to collaborative and/or interdisciplinary research. Special attention will be given to the potential impact of the Chair on the university community: a nominee must be engaged in a program of research that leads to the active involvement of other MSVU faculty in further development of that program and/ or their own research. Attention will be given to the interdisciplinarity and breadth of impact of a Chair. Candidates may consult MSVU's Strategic Research Plan, including principles for nominating CRCs, at www.msvu.ca/research/crc.

Please submit applications by mail to Dr. Donna Woolcott, Vice-President (Academic), Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6, email to vpacademic@msvu.ca, or fax to (902) 443-3813. The Committee will begin reviewing applications on October 24, 2005.

All positions remain open until filled. Applications must include a curriculum vitae, the names and contact information for three references, and a proposed five-year CRC research plan. Please note that all CRC nominations are subject to review and final approval by the CRC Secretariat. Details about the Government of Canada's CRC program, including criteria for Chairs, can be found at www.chairs.gc.ca.

Mount Saint Vincent University is committed to the principles of employment equity. All qualified candidates are encouraged to apply. Canada Research Chairs are open to individuals of any nationality; offers will be made in accordance with Canadian immigration requirements associated with the Canada Research Chairs program.

MOUNT SAINT VINCENT UNIVERSITY

Excellence • Innovation • Discovery

www.msvu.ca

Memorial
University of Newfoundland

Two Tenure-Track Appointments
CENTRE FOR COLLABORATIVE HEALTH PROFESSIONAL EDUCATION

Memorial University of Newfoundland invites applications for two new tenure-track faculty positions related to a major project funded under Health Canada's Interprofessional Education for Collaborative Patient-Centred Practice initiative. The project is housed in the Centre for Collaborative Health Professional Education and will directly involve the Faculties of Education and Medicine, Schools of Nursing, Pharmacy and Social Work, and Memorial's Counselling Centre. Each position is intended to be a joint appointment with two of these units and will primarily involve responsibilities directly related to the project and the work of the Centre. The project focus is essentially the development, implementation and evaluation of interprofessional education in a variety of health related and practice settings and includes a range of program initiatives from under-graduate to practitioner levels, as well as a faculty development component.

The Centre's overall mission is to enhance the education of nurses, pharmacists, physicians, social workers and other health care providers through interprofessional education programs. These appointments offer a unique opportunity to work with colleagues across the faculties schools and other units directly associated with the Centre in the development of a program of interprofessional education research. The work of the successful applicants will be supported by administrative and research staff.

The appointments will be at the assistant or associate professor rank with responsibilities that include both teaching and research. Applicants must hold a doctoral degree and have experience and interests in interprofessional collaborative education as well as expertise in curriculum development, evaluation and adult learning within a health related field, along with qualifications commensurate with the units to which they are appointed. The initial closing date for applications is **October 15, 2005**, with the search continuing until the positions are filled.

Memorial University is the largest university in Atlantic Canada. As the Province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to more than 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to wide range of outdoor activities.

All qualified candidates are encouraged to apply; however, Canadian Citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. Applications including curriculum vitae, the names of at least three referees and reference number PHAR-2005 (04/05) should be submitted to:

Dr Linda Hensman
c/o Centre for Collaborative Health Professional Education
Faculty of Medicine, Rm H2901, Health Sciences Centre
Memorial University of Newfoundland
St. John's, NL A1B 3V6
Email: lindah@pharm.mun.ca
Phone: 709-777-6571
Fax: 709-777-8301

Further information about the University, including the Centre for Collaborative Health Professional Education is available at http://www.mun.ca and http://www.med.ca/echpe.

---

mensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Send curriculum vitae, transcripts, a writing sample, and have three letters of reference forwarded to: Dr. David Rampton, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. The deadline for applications is 15 November 2005.

■ **ENGLISH — The University of Winnipeg.** The Department of English at the University of Winnipeg invites applications for a probationary, tenure-track appointment at the level of Assistant Professor. We are seeking candidates with a specialty in Eighteenth-Century British Literature or British Literature from 1830 to 1910. Particular preference will be given to candidates with strengths in one or more of the following areas: postcolonial and/or diasporic studies, cultural studies, popular literature, drama, and women's literature. Experience or interest in developing and teaching on-line courses and/or telecourses is an asset but not necessary. This appointment will be effective July 1, 2006 and is subject to budgetary approval. Salary will be commensurate with qualifications and experience. The University of Winnipeg is an urban, primarily undergraduate university that seeks to appreciate, foster and promote values of human dignity, equality, non-discrimination and diversity. The University is committed to employment equity, to be a place of learning and work that includes all qualified individuals, including women and men, members of visible minorities, aboriginal persons, people of all sexualities and genders and persons with disabilities. All qualified candidates are encouraged to apply, but qualified Canadian citizens and permanent residents of Canada are given priority. Please send an application, including a curriculum vitae, a teaching dossier, and three letters of reference to Mark Fortier, Chair, Department of English, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada, R3B 2E9. The deadline for the receipt of applications is October 10, 2005. The Departmental website can be consulted at http://www.uwinnipeg.ca/academic/as/english/index.html. Queries can be addressed to Mark Fortier at m.fortier@uwinnipeg.ca.

■ **ENGLISH — York University.** Applications are invited for two tenure-track appointments in the Department of English, Faculty of Arts at York University: 1. Professional Writing/Rhetoric; 2. Poetry in English from 1700. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority.

■ **ENGLISH LANGUAGE & LITERATURE — Carleton University.** The Department of English invites applications for one or more tenure-track positions at the rank of Assistant or Associate level to begin 1 July 2006, subject to budgetary approval. We are seeking candidates with expertise in Medieval or Postcolonial with an emphasis on African. Departmental assignments will include teaching core courses at the undergraduate level and both teaching and supervising in the MA program. In addition, we are planning a new PhD program and we anticipate that successful candidates will be involved in its delivery. (For more details on this program proposal, please contact the department chair.) Teaching experience and a strong record of research and publication are required. Applications will be reviewed beginning 15 November 2005. Completed applications should include a letter of application, a curriculum vitae, academic transcripts, three letters from referees, teaching evaluations, and samples of writing or published work. Please arrange to have these materials forwarded to: Larry McDonald, Acting Chair, Department of English, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. All qualified candidates are encouraged to apply. Canadian Citizens and permanent residents will be considered first for this position. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply.

■ **ENVIRONMENTAL GEOCHEMISTRY — Simon Fraser University.** The Department of Earth Sciences at Simon Fraser University invites applications for a tenure track Assistant Professorship in environmental geochemistry commencing as early as May 1st, 2006. A PhD is required, and postdoctoral research, teaching or industry experience is desirable. It is expected that the research activities of the successful candidate will complement the existing environmental research interests within the Department, while contributing to geochemistry expertise within the department as a whole. Candidates with expertise in aqueous geochemistry and/or stable isotope geochemistry are encouraged to apply. The successful candidate will develop a strong research program, and supervise both graduate and undergraduate students. Teaching responsibilities may include introductory geochemistry, aqueous geochemistry, stable isotope geochemistry (graduate level or upper undergraduate level). Breadth in course offerings will be considered an asset. For additional information about this position, see http://www.stu.ca/earth-sciences/. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applicants are requested to submit curriculum vitae, a statement of research and teaching interests, and the names, addresses, phone numbers and/or fax number, and email addresses of three referees. Applications or requests for further information should be directed to: Dr. Diana Allen, Chair, Department of Earth Sciences, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5A 1S6. Phone: 604-291-4657; Fax: 604-291-5481; E-mail: eas-chair@sfu.ca. Review of applications will begin October 1st, 2005. The search will remain open until the position is filled.

■ **ENVIRONMENTAL HEALTH & SAFETY — University of Alberta.** The Department of Medical Microbiology & Immunology in conjunction with the Department of Environmental Health & Safety invites applications for a Biosafety Officer. This position is responsible for the management and implementation of the University of Alberta's Biosafety program. Key characteristics sought for the position are to ensure awareness and training on biohazards and the appropriate techniques or engineering controls to mitigate risks; the ability to interact professionally and credibly with faculty, staff, students and industry; to provide leadership to integrate biosafety operations into new system wide management tools; and monitor research, agricultural and teaching facilities to ensure compliance with all levels of jurisdictional policies and procedures. Applicants will have a PhD in microbiology or a closely related discipline, three years of post-doctoral laboratory experience in molecular genetic technologies, infectious and/or biohazardous agents. Knowledge of biosafety principles, policies and practices and research grant experience at a University level would be an asset. Good communication skills are essential. The appointment is an academic position at the Faculty Service Officer level and would have dual reporting to the Chair of Medical Microbiology & Immunology and the Director of Environmental Health & Safety. The salary range for this position is $ 66,600 to $95,256 and is a full-time continuing appointment. The review process will begin and continue until a suitable applicant is found. Applicants should send curriculum vitae, a covering letter and a list of at least three references by mail to: Dr. David Evans, 141A Medical Sciences Building, Department of Medical Microbiology & Immunology, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7. All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ÉTUDES FRANÇAISES — Memorial University of Newfoundland.** L'Université Memorial sollicite des candidatures au poste de directeur/directrice du département d'Études françaises et hispaniques. Voir l'annonce encadrée de la Faculty of Arts à Memorial.

Department of Statistics
University of Toronto

Canada Research Chair in Statistics

The Department of Statistics at the University of Toronto invites applications for an appointment at the rank of Associate or Full Professor. The Department intends to nominate the successful candidate to a Tier 1 Canada Research Chair. The department shares (with the Department of Computer Science) a research cluster in data mining, machine learning, and statistics, which is anchored by four Canada Research Chairs. These federally endowed chairs are open to all nationalities (www.chairs.gc.ca).

Candidates are expected to be outstanding scholars, whose research and teaching will make major contributions to the quality and stature of the Department.

Appointments will be made at the rank of either Associate or Full Professor, to begin July 1, 2006 or thereafter. Salary will be commensurate with experience.

Letters of application, curriculum vitae, and statements on research and teaching, should be submitted to **Professor Keith Knight, Chair, Department of Statistics, University of Toronto, Toronto, ON, Canada M5S 3G3**. Names of four scholars who can serve as external referees should be provided. We will begin reviewing applications after **November 1, 2005** and will continue until the position is filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Abonginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

SIMON FRASER UNIVERSITY

Faculty Positions in Business Administration

The Faculty of Business Administration at Simon Fraser University invites applications for tenure-track appointments in:

- Accounting (one position) in capital markets, financial risk assessment and/or corporate accounting and finance
- Marketing (two positions) 1. product development; 2. entrepreneurship
- Technology and Operations Management (two positions) 1. operations management; 2. logistics and supply chain management
- Management Information Systems (one position)

Rank: Assistant (Ph.D. in hand or near completion) or Associate. Successful candidates will have strong research and teaching abilities with established research programs in one of the areas above and an interest in teaching at the undergraduate, graduate, executive levels and in the Faculty's innovative on-line programs.

Start Date: September 2006 or at a mutually agreed upon time.

All qualified candidates are encouraged to apply. However, Canadians and Permanent Residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval. Send covering letter, curriculum vita and the names of three referees electronically *(in pdf format)* to **busappts@sfu.ca** addressed to:

Dr. Irene Gordon, Chair of the Appointments Committee
Faculty of Business Administration
Simon Fraser University
8888 University Dr., Burnaby, British Columbia V5A 1S6
CANADA

~ The search will close on **November 30, 2005**, or when the positions have been filled.

www.sfu.ca **www.bus.sfu.ca**

CAREERS CARRIÈRES

F

■ **FILM STUDIES — University of Alberta.** The Department of English and Film Studies at the University of Alberta invites applications for a tenure track appointment at the rank of Assistant Professor in the area of Film Studies, with a specialization in historical and/or industrial aspects of film. Specific focuses for research and teaching might include early cinema, economics of film production, Hollywood studio-era or post-studio-era filmmaking, any major non-Hollywood film industry, discourses of film advertising and marketing, film reception, or the relation of technical developments or industrial practices to on-screen texts. Applicants should have a PhD, or be close to finishing it at the time of appointment, as well as relevant teaching experience and publications. They should be prepared to teach broadly-based introductory courses in Film Studies as well as more specialized senior courses, and to supervise student work at both undergraduate and graduate levels. The appointment will commence 1 July 2006. Candidates should send the Chair a letter of application, a complete curriculum vitae (with full contact information, including phone numbers and e-mail address), a writing sample (20-page maximum), the names of three referees, and, if available, a teaching dossier and evaluations of teaching performance. Candidates are responsible for ensuring that official copies of undergraduate and graduate transcripts, and letters of reference from the three named referees, are sent directly to the Department. The closing date for applications is 31 October 2005. All application materials should be sent directly to: Garrett PJ Epp, Chair, Department of English and Film Studies, Humanities Centre 3-5, University of Alberta, Edmonton, AB, T6G 2E5, Canada. Established in 1908, the University of Alberta (www.ualberta.ca) serves over 35,000 students in more than 200 undergraduate programs and 170 graduate programs; the Faculty of Arts (www.arts.ualberta.ca) is the oldest and most diverse faculty on campus. The Department of English and Film Studies (www.humanities.ualberta.ca/English) is a large, vibrant, and collegial unit with a superlative record for teaching, research, and service. For further information about the position, or the Department, please contact the Chair by email at garrett.epp@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **FILM STUDIES — The University of Western Ontario.** The Departments of Film Studies and Visual Arts, Faculty of Arts and Humanities, The University of Western Ontario, invite applications from a specialist in film studies for one position at the rank of Assistant Professor (tenure track) to begin July 1, 2006. Applicants should have the PhD (or equivalent) or be in the final stages of its completion. This position is a joint appointment between the two units and the ability to make significant contributions to both units is required. Candidates who have cross-disciplinary interests in, film, other sites of visual culture, and cultural studies are encouraged to apply as are those with experience in film/video production and programming or curatorial work. The successful candidate will show evidence of excellence in teaching and a strong potential for research and publication. Positions are subject to budget approval. Applicants should have fluent written and oral communication skill in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. Send a letter of application, curriculum vitae, copies of transcripts, a writing sample, and three letters of reference to: Dr. C.E. Gittings, Chair, Department of Film Studies, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Applications must be received by 15 November 2005. Information on both units is available at http://www.uwo.ca/film/ and http://www.uwo.ca/visarts/.

■ **FILM STUDIES — Simon Fraser University.** The School for the Contemporary Arts at Simon Fraser University invites applications for a tenure-track position, to be appointed at the Assistant Professor rank in the Film Area of the School, beginning September 1, 2006. Please see the Contemporary Arts website for details: http://www.sfu.ca/sca/html/about_1.html. Deadline: October 1, 2005. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. Only those candidates under consideration will be contacted. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. The position is subject to final budgetary approval.

■ **FINANCE — University of Toronto at Scarborough.** The Department of Management at the University of Toronto at Scarborough invites applications for a teaching-stream, Lecturer position in Finance. The successful candidate is expected to have solid teaching experience at the undergraduate level, and be able to teach courses in both corporate finance and investments. While there is no requirement to do research, the chosen individual will be expected to participate in the governance of the Department of Management. The candidate should have a Master's degree. A PhD degree, although not required, will enhance the application. Professional designations such as CFA and institutional experiences are an asset. The position initially is for one year beginning July 1, 2006 and is renewable annually and assessment for promotion to a continuing Senior Lecturer rank may take place in the fifth year. Interested candidates should send a curriculum vitae together with evidence of experience and excellent performance in teaching finance courses to Professor Michael Krashinsky, Chair, Department of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario, Canada, M1C 1A4 (only hard-copy applications will be accepted). Three letters of reference should also be arranged and sent to the Chair. The deadline for application is November 1, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas.

■ **FINANCE — University of Waterloo.** The University of Waterloo invites applications for a tenured or tenure-track finance position in the School of Accountancy. We welcome applications from candidates in all areas of finance for the appointment beginning July 1, 2006. Candidates interested in corporate finance or investments are especially encouraged to apply. Rank is open. Members of the finance area are active researchers in theoretical and empirical work in asset pricing, corporate finance, derivatives, and financial econometrics. The finance area faculty members are associated with the Centre for Advanced Studies in Finance (CASF) that provides the focus for research and education in the finance discipline at the University. The CASF is also an integral part of the Institute for Quantitative Finance and Insurance, which is involved in coordinating the University's research activities in finance, mathematics, scientific computing and actuarial science. For further information, visit http://arts.uwaterloo.ca/ACCT/finance/casf.htm. Candidates should be able to demonstrate excellence in research and teaching in finance. Candidates for a tenured position should have a record of outstanding achievement, and an interest in contributing to our Ph.D. program. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for outstanding research and teaching. Since its founding in 1957, the University of Waterloo has earned an excellent reputation and in recent years has been consistently ranked as one of Canada's leading universities. The School of Accountancy operates undergraduate and graduate programs in accounting and financial management, along with a Master's program in finance (in collaboration with the Department of Statistics and Actuarial Science). Details about these programs may be found at http://accounting.uwaterloo.ca/. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

ACADIA UNIVERSITY

Wolfville, Nova Scotia

Acadia is a stimulating, vibrant environment, on and off campus, where dedicated faculty inspire and challenge students ta be their best. Academic innovation has garnered the university a reputation for excellence. Our history of providing excellent academic programs and outstanding student life activities, combined with our setting in the university-oriented community of Wolfville on the shores of the Minas Basin, have all contributed to Acadia being recognized as one of Canada's premier undergraduate universities.

Acadia University invites applications for the following tenure track opportunity.

Director: Jodrey School of Computer Science

Acadia University is seeking a Director to provide visionary leadership and advocacy for its computer science undergraduate programs, graduate programs, research and scholarship. The Jodrey School of Computer Science is a growing department with 11 faculty members committed strongly to the goal of excellence. It offers a full range of undergraduate and graduate courses leading to bachelors, honours and masters degrees in computer science. There are currently more than 150 undergraduate students in fully accredited programs and more than 30 graduate students in the School. The Computer Science Accreditation Board has accredited the undergraduate programs since 1990 and the computer science Master's program is currently Acadia's largest thesis masters program. Some areas of ongoing research are algorithms, algorithm visualization, artificial intelligence, database performance, distributed systems, graph theory, internationalization, object-oriented systems, software agents and visual programming languages. More information about the School is available at http://cs.acadiau.ca.

It is expected that the Director will ensure the continued successes of the School through leadership in increasing student enrollment and effectively working with the Dean of the Faculty and Senior Administration to ensure a strong faculty complement. Responsibilities of the Director include, but are not limited to: hiring, supervising, supporting, and evaluating faculty and staff, managing the School's budget, and representing the School's interests to the Dean, the university administration, and the community.

Applicants must qualify for the rank of Associate or Full Professor in Computer Science and have a commitment to excellence in research, teaching, and outreach. A record that clearly demonstrates strong leadership, innovation, and consistent success in securing external research funding is requisite for this position. This is an academic position, reporting directly to the Dean of the Faculty of Pure and Applied Science.

The appointment commences as early as January 1, 2006 and no later than July 1, 2006. Interested applicants are encouraged to send their letter of application referencing position number 20308, curriculum vitae, and contact information for three references to:

Dr. George Iwama, Chair, Selection Committee
Dean, Faculty of Pure and Applied Science
Acadia University, Wolfville NS B4P 2R6
Fax: 902-585-1637
E-mail: george.iwama@acadiau.ca

- *Review of applications will begin immediately and continue until the position is filled.*

Acadia University incorporates computer technology into the learning process and faculty members have the opportunity to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Acadia University is an Equal Opportunity Employer.

While budgetary approval has been granted for this position, Acadia University reserves the right not to fill this position or to fill this position at a level different from the advertised level or term.

For the most recent information available on faculty positions at Acadia University, please check our website at http://admin.acadiau.ca/faculty/homepage.html.

ACADIA UNIVERSITY

Baycrest Centre
for Geriatric Care

www.baycrest.org

SOCIAL WORK CLINICAL SCIENTIST

The Kunin-Lunenfeld Applied Research Unit and the Department of Social Work of Baycrest Centre for Geriatric Care invites applications for a social work clinical research scientist position. The successful candidate will engage in a clinical research program in the Department of Social Work. The person will work closely with a multi-disciplinary team of clinician researchers at Baycrest and at the University of Toronto. The position will involve an emphasis on the evaluation of the efficacy of social work services and programs offered throughout the Baycrest network of services to elderly clients. The Social Work Clinical Scientist will work closely with Dr. Elsa Marziali, Schipper Chair in Gerontological Social Work Research and will be located in the Ben and Hilda Katz Centre for Gerontological Social Work.

The candidate must have a Ph.D. (or equivalent) in Social Work or a related field. The candidate will be eligible for a cross appointment at the University of Toronto at the Assistant or Associate professor level. Clinical investigators with an interest in clinical social work research are especially encouraged to apply.

The KLARU of Baycrest Centre is the clinical arm of its Research division. The mission of the KLARU is to improve clinical care by conducting research which evaluates clinical practice, integrates advances in basic sciences with current clinical practice, and determines the prevalence of disorders in the community and at Baycrest. Research initiatives and programs are designed to enhance the quality of care and life of the elderly. Such research functions at the interface between basic and applied science and involves both the evaluations of the validity of current treatment programs and the development of new management and treatment procedures.

Baycrest encourages applications from qualified individuals, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed firstly to Canadian citizens and permanent residents.

Position available immediately, and will remain open until filled. Applicants should submit a covering letter describing current research interests and future research goals, a complete C.V., relevant reprints and the names of three potential references to: **Dr. David L. Streiner, Assistant Vice-President; Research, Director, Kunin-Lunenfeld Applied Research Unit; Baycrest Centre for Geriatric Care, 3560 Bathurst Street, Toronto, Ontario, CANADA M6A 2E1**; Fax: (416) 785-4230; Email: dstreiner@klaru-baycrest.on.ca.

Assistant Professor in Bacterial Pathogenesis

Part of an inter-institutional team in research on the prevention and control of foodborne infections at McMaster University, the University of Guelph, and the Public Health Agency of Canada, this joint position between McMaster University and the Public Health Agency of Canada position calls for expertise in molecular and cellular biology and in mechanisms of pathogenesis of enteric pathogens such as enterohaemorrhagic E. coli, Salmonella, or Campylobacter. This is a three-year contractually limited appointment at the Assistant Professor level (with a strong possibility of renewal).

Applicants must have a PhD in Microbiology or related discipline, a promising research and publication record, and university teaching experience. The successful applicant will develop an active research program relevant to the prevention and control of foodborne infections, and contribute regularly to educational programs at McMaster University and professional-development programs at the Public Health Agency of Canada.

The Department of Biochemistry and Biomedical Sciences enjoys an international reputation in the areas of molecular microbiology, structural biology and molecular biology. For more information about the Department of Biochemistry and Biomedical Sciences and McMaster's Faculty of Health Sciences, visit http://www.fhs.mcmaster.ca/biochem/.

The Laboratory for Foodborne Zoonoses (LFZ) in the Public Health Agency of Canada (PHAC), which is funding this position, has strong programs in comparative genomics of enteric pathogens, genetics of antimicrobial resistance, and epidemiology, health risk modeling, and policy research relating to foodborne pathogens.

Applicants must submit a curriculum vitae, statement of research interests and academic goals, and letters from three referees by **September 30, 2005** to:

Garry Wright, PhD, Chair
Department of Biochemistry and Biomedical Sciences
Faculty of Health Sciences
McMaster University
1200 Main Street West
Hamilton, Ontario, Canada L8N 3Z5
Tel. 905-525-9140 x22454
E-mail: wrightge@mcmaster.ca

McMaster University

McMaster University encourages applications from all qualified candidates including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents.

McGill

Tomlinson Chair in Political Theory
Department of Political Science

The Department of Political Science invites applications for the Tomlinson Chair in Political Theory. This is an endowed chair to be filled at the rank of Associate or Full Professor.

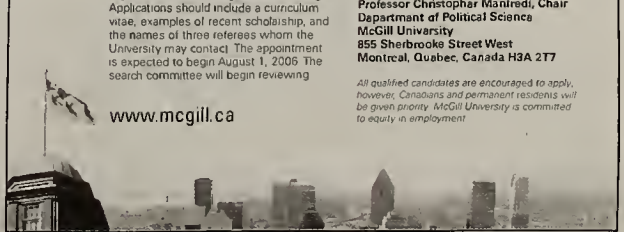
Candidates for the Tomlinson Chair should be established scholars with excellent records of research, graduate teaching and supervision, and undergraduate teaching. Applications should include a curriculum vitae, examples of recent scholarship, and the names of three referees whom the University may contact. The appointment is expected to begin August 1, 2006. The search committee will begin reviewing applications on **October 7, 2005** and will continue to do so until a suitable candidate is found.

For more information about the Department and University, visit our web site at http://www.mcgill.ca/politicalscience/.

Please forward letter of application and supporting materials to:
Professor Christopher Manfredi, Chair
Department of Political Science
McGill University
855 Sherbrooke Street West
Montreal, Quebec, Canada H3A 2T7

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment.

www.mcgill.ca



CAREERS CARRIÈRES

sons with disabilities. To be considered please send a curriculum vitae and the names and contact information of three referees to: Dr. Alistair Mason, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Alternatively, electronic applications may be sent to akmason@uwaterloo.ca. Applications should be received by October 30, 2005.

■ **FINE ARTS — Brandon University.** The Department of Visual and Aboriginal Art invites applications for two probationary (tenure-track) appointments in support of our recently established BFA program in Visual Art. Majors and minors include Painting, Ceramics, and Aboriginal Art. In addition, a major in Digital Imaging and Design is offered in partnership with Assiniboine Community College. Rank for both positions is open. The BFA program integrates both contemporary western art and Aboriginal art in its core curriculum. Art History: The successful candidate will support a studio program through the effective delivery of foundational art history courses and related theory courses. Brandon University specializes in offering a balance between western art, contemporary art and art of non-European origin. Those with teaching and research interests in non-western art histories (e.g. Aboriginal, African or Asian art history, ceramic art history, or critical theory) are particularly encouraged to apply. Applicants will have a record of teaching success at the university level and an established research and publication record. Curatorial experience will be considered an asset. While the PhD is preferred, ABD applicants will be considered. Foundation Design: Brandon University is seeking an energetic individual with a vital contemporary art practice, a high level of technical skill, and a breadth of practical knowledge in a variety of media to lead its foundation studio program. Candidates should have expertise in the following areas: Drawing, 2-D design and 3-D design, printmaking and studio and gallery practices. We are seeking an individual who will add range and variety to the department. Candidates with a multimedia background are preferred. Applicants will have a record of teaching success at the university level and a strong exhibition record. An MFA (or equivalent) is the minimum level of professional preparation required for this position. Rank and salary: Commensurate with qualifications and experience. Start date: 1 August 2006 or on the availability of the successful candidate(s); Deadline for applications: 1 November 2005 or until the positions are filled. Interested candidates should forward their vitae, visual documentation of current work (maximum 20 slides, CD, DVD, or video as applicable), the names of three references, and supporting documentation on teaching and research activities to: Dr. Scott Grills artsdean@brandonu.ca Dean of Arts, 270-18th Street, Brandon, Manitoba, Canada R7A 6A9. For additional information about Brandon University please visit our web site: www.brandonu.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian Citizens and permanent residents. Both women and men are encouraged to apply.

■ **FOLKLORE — Memorial University of Newfoundland.** The Department of Folklore invites applications for a tenure-track appointment at the rank of Assistant Professor. Within the context of general folkloristic practice, special consideration will be given to folklorists with expertise in Popular Culture and Folklife. The Department has well-established undergraduate, MA, and PhD programs. The successful candidate will contribute to these thriving programs and will be expected to teach courses from the introductory level to the graduate level and to develop courses in her or his own sub-field(s) of expertise. For further details please see the display advertisement from Memorial University's Faculty of Arts in this issue. Please direct applications, quoting Position # VPA-FOLK-2005-001, to: Dr. Martin Lovelace, Head, Department of Folklore, Memorial University of Newfoundland, St. John's, NL A1B 3X8. Phone: (709) 737-8402; fax: (709) 737-4718; email: martinl@mun.ca.

■ **FRANÇAIS — Université Simon Fraser.** Le Département de français de l'Université Simon Fraser, Burnaby, Colombie-Britannique, sollicite des candidatures pour Deux postes, menant à la permanence, de professeur(e) adjoint(e), pour lesquels la date d'entrée en fonction est le 1er septembre 2006. Ces postes sont sous réserve d'approbation budgétaire. Les candidats devront avoir un doctorat en linguistique française avec spécialisation dans le domaine de la sociolinguistique pour l'un et, pour l'autre, spécialisation dans l'enseignement et l'acquisition du français, langue seconde. Pour une description détaillée des postes, consulter le site de SFU: http://www2.sfu.ca/ vpacademic/Faculty_Openings/ Arts.html. Nous invitons les candidat(e)s à consulter notre page web pour plus d'informations sur le département. Les candidats doivent avoir un minimum d'un doctorat en études françaises avec spécialisation dans la pédagogie du français, langue seconde. Pour une description détaillée du poste, veuillez consulter le site de SFU; http://www2.sfu.ca/vpacademic/Faculty_Openings/Arts.html. Nous invitons les candidat(e)s à consulter la page web du département pour obtenir plus d'informations au www.sfu.ca/french/. Prière de faire parvenir un c.v., une lettre de présentation et un dossier pédagogique, et les noms et coordonnées d'au moins trois répondants au: Directeur, Département de français, Université Simon Fraser, 8888 University Drive, Burnaby, C.-B., V5A 1S6, Canada. Les candidatures seront étudiées à partir du 31 octobre 2005 et continueront d'être considérées jusqu'à ce que le poste soit comblé. L'Université Simon Fraser a une politique d'équité en matière d'emploi et sollicite des candidatures de toutes personnes qualifiées. Toutefois cette offre s'adresse de préférence aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s.

■ **FRENCH — Dalhousie University.** Le département de français de l'Université Dalhousie sollicite des candidatures pour un poste menant à la permanence littéraire française, au rang de professeur adjoint. La date d'entrée en fonction sera le 1er juillet 2006. Le candidat idéal aura une spécialisation en littérature de la Renaissance ou, à défaut, du Moyen âge. Une spécialisation secondaire ou un intérêt attesté en théorie littéraire, en études féminines ou en études cinématographiques constituerait un atout. Ce poste est sujet à l'approbation budgétaire. Les qualifications requises sont: un doctorat obtenu avant l'entrée en fonction, un solide dossier de recherche et une expérience pédagogique directement liée aux charges éventuelles d'enseignement. Le candidat retenu dispensera des cours aux niveaux du baccalauréat, de la maîtrise et du doctorat. La nature des cours à enseigner exige que le candidat possède une maîtrise parfaite de la langue française. Le salaire sera déterminé en fonction des qualifications et de l'expérience du candidat. Le délai de réception des candidatures est fixé au 14 octobre 2005. Les demandes, qui comprendront entre autres un C.V., des preuves de compétence en matière d'enseignement, trois lettres de recommandation transmises directement par les répondants, ainsi que toute autre pièce jugée pertinente, seront adressées à: M. Raymond Mopoho, Directeur, Département de français, Université Dalhousie, Halifax, N.E., B3H 4P9. Tous les candidats qualifiés sont encouragés à poser leur candidature; toutefois, les citoyens canadiens et les immigrants reçus seront considérés en priorité. L'université souscrit à la politique de l'équité en matière d'emploi et encourage des candidatures de toutes personnes qualifiées, y compris les femmes, les minorités visibles, les autochtones canadiens et les personnes handicapées.

■ **FRENCH — Dalhousie University.** The Department of French at Dalhousie University invites applications for a full-time tenure stream appointment as Assistant Professor or Lecturer (commencing July 1, 2006) in French Literature, with specialization in the Renaissance period, or alternatively, in the Middle Ages. A subspecialization or demonstrable interest in literary theory, women's studies or cinema studies would be an asset. This position is subject to budgetary approval. Candidates should have a PhD in hand, preferably strong teaching experience and background directly related to teaching responsibilities. The nature of the courses to be taught requires the candidate to be a native or near-native speaker of French. The salary will be commensurate with qualifications. Applications, including a C.V., three letters of recommendation to be forwarded directly by the referees to the Department, teaching evaluations, and any other relevant material, should be sent to: Dr. Raymond Mopoho, Chairperson, Department of French, Dalhousie University, Halifax, NS, B3H 4P9. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **FRENCH LITERATURE & CULTURE — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of Languages, Literatures and Cultures in the area of French Literature and Culture at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Dietmar Lage, Head, Languages, Literatures, and Cultures, University of Windsor, Windsor, Ontario, N9B 3P4; Tel. 519-253-3000, Ext. 2873; Fax: 519-971-3648; e-mail: lage@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

G

■ **GEOGRAPHY — Memorial University of Newfoundland.** Memorial University of Newfoundland invites applications for a position in Cultural Geography. More information can be found in the display advertisement for Memorial University in this issue.

■ **GEOGRAPHY — University of Toronto.** The Department of Geography and Program in Planning, University of Toronto, invites applications for two tenure-stream appointments. Both appointments will be at the rank of Assistant Professor and will begin on July 1, 2006. These appointments are in the fields of: Urban Geography — Assistant Professor: The department is seeking candidates with expertise in contemporary cities to complement its considerable strength in urban geography and related fields. An interest in North American cities would be an asset. Materials must be received by October 11, 2005. Historical Geography — Assistant Professor: The ideal candidate would complement the department's considerable strength in areas of environmental, urban-economic, and socio-cultural geography. Materials must be received by November 15, 2005. The appointees will be expected to contribute to graduate teaching and supervision and undergraduate teaching. The successful candidates will be expected to develop an externally funded research program. The successful candidates must have a PhD in geography or a closely related discipline, an established record of high quality scholarly research and publication, and a demonstrated commitment to excellence in teaching. Salary to be commensurate with qualifications and experience. Please send applications to Professor Joseph R. Desloges, Chair, Department of Geography and Program in Planning, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada M5S 3G3. Applications should include a curriculum vitae, a statement outlining current and future research interests, examples of publications, and materials relevant to teaching experience (no e-mail applications will be accepted). Applicants should also ask three referees to write letters directly to Professor Desloges. Additional information on the Department can be obtained through the World Wide Web at http://www.geog.utoronto.ca/ The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others

---

Queen's National Scholars (Faculty Appointments)

QUEEN'S UNIVERSITY AT KINGSTON

Queen's University at Kingston invites applications from outstanding scholars for faculty appointments under the Queen's National Scholars Program. These appointments are to enrich teaching and research in newly developing fields of knowledge as well as traditional disciplines. Up to four positions will be available in the following discipline groups: Humanities, Social Sciences and Health (broadly defined as in the CIHR model). Preference will be given to scholars to be appointed at the rank of Assistant or Associate Professor. The main criterion of interest to the selection committee is academic excellence regardless of other considerations. Another objective is to provide an opportunity to improve the proportion of women and members of designated equity groups on faculty. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity.

A maximum of four awards will be available in 2005/06. Appointments under this special program will be either tenure-track or special shorter term appointments in accordance with the Collective Agreement between the University and the Queen's University Faculty Association.

Prior to submission of an application, applicants should contact the appropriate Department Head or Dean. Each completed application should include a curriculum vitae, a statement of current and prospective research interests and a statement regarding teaching interests and experience. Applicants should also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of completed applications, including letters of reference, is ***October 14, 2005*** for decisions in January 2006.

Applications and letters of reference should be sent to:

The Head of the Department
Faculty or School of the applicant's field(s) of study
Queen's University, Kingston, Ontario, Canada, K7L 3N6

All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

McGill

T.H. Clark Chair in Sedimentary & Petroleum Geology
Department of Earth & Planetary Sciences

The Department of Earth and Planetary Sciences at McGill University invites applications for the T. H. Clark Chair in Petroleum and Sedimentary Geology. The Department seeks applicants for a tenure-track position in exploration geophysics. We seek a person whose research focuses on the application of geophysical methods to the characterization of the sub-surface and the exploration for petroleum and other fluids. The appointee will establish an externally funded research program, mentor graduate students and teach undergraduate and graduate courses in geophysics, geology and Earth System Science. The appointee will be expected to establish strong collaborations with researchers inside and outside the Department.

A Ph.D. in geophysics is required at the time of appointment and post-doctoral experience is desirable. Salary will be commensurate with experience and standing in the community. Applicants should submit a letter of application, curriculum vitae, statement of research interests and teaching philosophy, and three confidential letters of recommendation sent under separate cover by the candidate's references upon the request of the candidate.

Applications should be sent to:
Prof. Afonso Mucci, Chair
Earth and Planetary Sciences
McGill University
3450 University Street
Montreal, Quebec, Canada, H3A 2A7

The anticipated start date for the position is July 1, 2006. Review of the applications will begin on **December 1st, 2005** and continue until the position is filled.

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

www.eps.mcgill.ca

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Chair, Department of Elementary Education

The Faculty of Education, University of Alberta, invites applications for a tenured position as Chair, Department of Elementary Education.

The University of Alberta is situated in the heart of Edmonton, Alberta's capital city. Opened in 1908, the University of Alberta is renowned for its scholarly achievements and its commitment to excellence in teaching, research and service to community. The University of Alberta is one of Canada's largest and most advanced full-service, research-intensive universities, serving over 36,000 students within 200 undergraduate and 170 graduate programs. The University of Alberta is one of the largest employers in Alberta with more than 12,000 full and part-time employees.

The Faculty of Education is one of the largest Faculties of Education in Canada. The Department of Elementary Education encompasses a pre-service program of 1600 students and 180 full-time and part-time graduate students. The Department offers expertise in subject areas such as Mathematics, Language and Literacy, Science, Music, Physical Education, Fine Arts, Visual Studies, and Social Studies, as well as Curriculum and Instructional Studies, Second Languages and ESL, Teacher-Librarianship, and Early Childhood Education. The undergraduate BEd is also offered through collaborative programs at two provincial colleges, and through the Aboriginal Teacher Education Program. The Department of Elementary Education houses the Child Study Centre, the Centre for Research for Teacher Education and Development, and the Canadian Centre for Research on Literacy.

The successful candidate will provide dynamic and innovative leadership during an important period of regeneration in the Faculty, which includes development of collaborative research initiatives, program development and changes, and recruitment of faculty and graduate students. Candidates must have strong academic qualifications as well as demonstrated academic leadership, and the ability to motivate and work efficiently with faculty, staff and students.

The appointment will normally be for a five-year term, commencing January 1, 2006. Salary will be commensurate with experience. Applicants should submit a current curriculum vitae, statement of research interests, example of recently published work, and the names of three referees to:

Dr. Fern Snart
Dean
Faculty of Education
University of Alberta
845 Education South
Edmonton, Alberta T6G 2G5

Deadline: September 30, 2005

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CAREERS CARRIÈRES

who may contribute to the further diversification of ideas. We offer opportunities to work in many collaborative programs, including Aboriginal, Canadian, environmental, ethno-cultural, sexual diversity, gender and women's studies. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **GEOGRAPHY — York University.** Department of Geography, Faculty of Arts, York University invites applications for two tenure-track positions at the Assistant Professor level: 1. Biogeographer/Ecologist; 2. Urban Social Geography. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **GEOLOGY — University of Toronto.** Tenure-Track Assistant Professorship in geological/planetary remote sensing at the University of Toronto. The Department of Geology, University of Toronto is seeking an outstanding individual for an appointment on its St. George (downtown) campus at the level of assistant professor in any field of remote sensing applied to Earth and planetary materials and processes. Applicants must demonstrate their ability for independent research and a potential for collaboration with existing research programs in the Department of Geology (www.geology.utoronto.ca) and the Lassonde Institute (www.lassondeinstitute.utoronto.ca). In addition to establishing an internationally recognized independent research program, the successful candidate must have a strong commitment to teaching. He/she will be expected to teach graduate and upper level undergraduate courses in fields related to their specialization as well as general introductory courses both within the Lassonde Program in Mineral Engineering (www.lassonde.utoronto.ca) and the Department of Geology. The position is available from July 1, 2006. Applicants should provide their curriculum vitae, including a list of publications, and a brief statement describing their research program and teaching philosophy. They should also ask three referees to send letters directly to the search committee. Applications and letters of reference should be sent to: Chair, Remote Sensing Search, Department of Geology, University of Toronto, 22 Russell Street, Room 1066, Toronto, Ontario, Canada, M5S 3B1. E-mailed applications will not be accepted nor will letters of reference submitted with the application package. Letters of reference may be faxed or e-mailed but must be followed by an original signed copy. The application deadline is October 15, 2005. Applications received after this date will be considered only if the position has not been filled. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may add to the diversity of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Enquiries about the application should be sent to geol_sec @geology.utoronto.ca.

■ **GERMAN — York University.** Department of Languages, Literatures and Linguistics, Faculty of Arts, York University invites applications for a full-time, tenure-track position in German at the rank of Assistant Professor. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **GLOBALIZATION — McMaster University.** The Faculty of Social Sciences at McMaster University invites applications for a tenure-track position at the assistant or junior associate professor level whose focus will be Global Social Policy. The field of global social policy examines the degree of globalization of social policy, the social content of global politics and the impact of globalization on nation-state social policies. It includes topics such as: the impact of supra-national organizations on the making of national social policy; policy developments favouring global social redistribution of resources; global social health policy-making; transnational labour regulation; global social provision and empowerment; the role of international civil society (transnational social movements and international NGOs) in social policy areas, and the role of the business world in shaping the global discourse on social policy and development. The candidate should be capable of effective teaching and supervision at the graduate level in the a Social Science Department such as, but not limited to, Economics, Political Science, Social Work or Sociology, and be able to provide a course on global social policy for the interdisciplinary MA in Globalization Studies offered by the Institute on Globalization and the Human Condition (IGHC). The candidate must also be able to contribute effectively to the undergraduate programme in their disciplinary home Department. The candidate should have a PhD or be near completion and show promise of excellence in teaching and research. The Faculty expects the person who takes up the position to engage in an independent research programme yielding significant peer-reviewed publications. McMaster has an innovative and extensive Globalization research programme housed in the Institute on Globalization and the Human Condition (http://globalization.mcmaster.ca/) and is the current home of the Journal Global Social Policy (http://www.gasppa.org/journal/). The successful candidate's programme of research should be complementary to international research initiatives such as the Globalism and Social Policy Programme (http://www.gasppa.org/index.asp). An application, including curriculum vitae, three letters of reference, a teaching dossier (including an outline for an undergraduate course and an interdisciplinary graduate course in Globalization Studies) and a copy of a recent publication or paper should be sent to: Dr. Robert D'Enen, Acting Director, Institute on Globalization and the Human Condition, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4M4. Deadline for applications: December 15th, 2005. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

H

■ **HEALTH — Malaspina University-College.** Malaspina University-College, located on beautiful Vancouver Island, invites applications from emerging researchers acknowledged by their peers as having the potential to lead in their field, and who wish to be considered for a Tier II Canada Research Chair in the Social Organization of Health Care. Every day in Canada people produce and consume "health care." There are wide and varied spheres of activity (both waged and unwaged, public and private, regulated and unregulated) where health activities are organized and coordinated. Increasingly, health work and "health" itself is being assessed in relation to how it advances (or jeopardizes) the vigor of Canada's market economy. What actually happens in the tangible activities of people involved in the production and maintenance of health is not well understood. Not enough is known about how the official health care system interacts with, and subsumes or is supplemented by, other practices aimed at promoting people's health and well-being. As well, the practical effects of the current emphasis on health economics and technically developed information-based decisions have not been well studied. A Chair devoted to studying the social organization of health would implement a research program within three main themes: Critical research into contemporary health care (health and health care broadly conceived) with emphasis on the intersection of multiple forms of knowledge (professional, administrative, local); Deepening understanding about how to build positive critical analysis and well developed scholarship into the everyday practices of health and human services workers; The development of strategies to address tensions that arise within the coordination of the work of the many strata of people involved in the production of health care. Malaspina's Faculty of Health & Human Services prepares students for a variety of health and human services work (Nursing, Dental Assisting, Home Support and Resident Care Attendants, Child and Youth Care, Early Childhood Education and Care, Child and Youth Care for First Nations, Community Support Workers and Special Education Assistants). For full details please check the Malaspina University-College website www.mala.ca (Employment Opportunities, Employment Postings, MFA — Academic).

■ **HEALTH MANAGEMENT — Queen's University.** Please see our classified ads for tenure-track positions in the School of Policy Studies under Management.

■ **HEALTH STUDIES — Wilfrid Laurier University at Brantford.** Laurier Brantford will be hiring over ten new faculty members on either tenure-track or limited term appointments. All positions will begin July 1, 2006. Please visit our website at www.wlu.ca/brantford for full details on these positions.

■ **HEALTH STUDIES & GERONTOLOGY — University of Waterloo.** The Department of Health Studies and Gerontology at the University of Waterloo has a tenure-track position at the level of Assistant Professor for a behavioural scientist with an established interest in teaching and research the field of population health. The successful candidate will have a demonstrated commitment to research and teaching excellence with expertise in the behavioural aspects of population health. Potential areas of interest include, but are not limited to, the prevention of chronic disease and harm (e.g., CVD, cancer, diabetes, dementia), the ecological foundations of health (especially the interaction of social, behavioural and biological factors and conditions), health risks (physical activity, tobacco abuse, alcohol and drug abuse, healthy eating, obesity, sexually transmitted diseases), social justice, community development, or more broadly defined interests (mental health promotion, healthy aging, international health, the translation of research into public health practices and policies). Focus should be on improving the health of populations and communities. Applicants must have a PhD or equivalent. The desired start date is January 1, 2006, but some flexibility may exist. Health Studies and Gerontology has a long history of training and research excellence. Department members have established strong, well-funded research programs. We are home to several leading research Centers and Institutes concerned with chronic disease and injury prevention, healthy child development, health information, healthy aging and aging related-disorders, and more. There are many opportunities for collaboration with all levels of government, leading non-profit health organizations, and the national and international research community. Prospective applicants may visit the Department website at www.ahs.uwaterloo.ca/hsg/ for more information. Qualified candidates are invited to send a Curriculum Vitae, a statement of teaching and research interests, two recent research articles, and three letters of reference by October 15, 2005 to Dr. Stephen McColl, Chair, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The appointment is subject to availability of funds. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **HISTORY — Wilfrid Laurier University at Brantford.** Laurier Brantford will be hiring over ten new faculty members on either tenure-track or limited term appointments. All positions will begin July 1, 2006. Please visit our website at www.wlu.ca/brantford for full details on these positions.

■ **HISTORY — The University of Western Ontario.** The Harris Steel Post-Doctoral Fellowship is tenable at the Department of History in the University of Western Ontario. This fellowship is open to all individuals who have completed their PhDs in history within the last two years, and who have research interests in one of the following: American defence policy in the era of Franklin Delano Roosevelt; American foreign policy during the Kennedy presidency especially Vietnam; bilateral relations between Canada and the United States from Ogdensburg to NAFTA; and national trauma and American foreign policy. The fellowship is for one year, and the successful candidate will be expected to provide guest lectures, participate in graduate teaching activities and in conferences or colloquia related to the appropriate research area, and to be involved in other aspects of the scholarly life of the Department. In this first year of the Fellowship, the period of tenure is negotiable but should commence no later than June 30, 2006. Candidates should submit a CV and a statement of purpose, and have two letters of reference forwarded to the Department by Wednesday, November 30, 2005. A decision on the successful candidate will be made shortly thereafter. The value of the Fellowship is $25,000 CDN, and support for the timely publication of a book related to the Fellow's research interest will be provided. Applications and letters of reference should be sent to: Professor JJ Benjamin Forster, Chair, Department of History, Social Science Centre, Room 4328, London, Ontario, Canada, N6A 5C2. Phone: (519) 661-3647; Fax: (519) 661-3010. The Harris Steel Fellowship is made possible by Harris Steel through the late Mr. Milt Harris whose strong interests in history it reflects. Funding provided by Harris Steel also supports colloquia and conferences relating to the research areas indicated above.

■ **HISTORY — University of New Brunswick.** The History Department at the University of New Brunswick in Fredericton seeks an innovative scholar and committed teacher interested in the issues of colonialism, cultural exchange, and conflict in the seventeenth to early nineteenth centuries. Some

Join BC's New University

Thompson Rivers University in Kamloops is BC's newest university, created April 1, 2005, with the granting of full university status to the former University College of the Cariboo (UCC).

Originally founded in 1970 as a community college, the new Thompson Rivers University is built on 35 years of excellence in post-secondary education and training. In addition, Thompson Rivers University has a greatly expanded capacity for distance education after assuming full responsibility of the courses and programs of the British Columbia Open University and Open College.

More than 9,000 students attend TRU, a primarily undergraduate university, to study in one of over 40 degree options or 50 different diploma and certificate programs.

Located in Kamloops, the heart of the BC Southern Interior, TRU's spectacular campus features outstanding student and faculty facilities, which overlook this growing city of 80,000 residents.

THOMPSON RIVERS UNIVERSITY

TRU invites applications

for the following positions:

FACULTY MEMBERS

Philosophy, History & Political Studies
Political Science
Sessional
Competition #05-112

Chemistry
Physical Sciences
Sessional
Competition #05-128

For further information about these positions visit our website at: *www.tru.ca/careers*

We wish to thank all applicants; however, only those under consideration will be contacted.

www.tru.ca

MALASPINA University-College

Research Chairs

Malaspina University-College, located on beautiful Vancouver Island, invites applications from emerging researchers who wish to be considered for nomination for a Tier II Canada Research Chair, in one of the areas listed below:

- Institute for Coastal Research
- Scholarship of Teaching and Learning
- The Social Organization of Health Care

For full details please click **Employment Opportunities** (*Employment Postings, MFA-Academic*) on the Malaspina University-College website **www.mala.ca**.

900 Fifth Street
Nanaimo, BC • V9R 5S5
(65-87-19-1850)

www.mala.ca

Memorial
University of Newfoundland

Assistant Professor in Microbiology
DEPARTMENT OF BIOLOGY

The Department of Biology, Memorial University of Newfoundland, which has research foci in cold ocean and boreal forest ecosystems, invites applications for a tenure stream appointment at the rank of Assistant Professor in the field of Microbiology, particularly in prokaryotic research in areas such as environmental, ecological, physiological or systematic microbiology. The appointment is effective on or after January 1, 2006.

Applicants must possess a PhD and have a strong academic and research background. The successful applicant will be expected to develop an internationally recognised research program, and teach in both undergraduate and graduate programs, the latter currently enrolling over ninety graduate students.

A letter of application with the names and addresses (including email) of three referees, a current curriculum vitae, a statement of proposed research or draft NSERC proposal and list of equipment/facilities needed should be sent preferably by **October 15, 2005** to:

Head, Department of Biology
Memorial University of Newfoundland, St John's, NL A1B 3X9
Telephone:(709) 737-7497
Fax: (709) 737-3018
Email: biolhead@mun.ca

The reference number is VPA-BIOL-2005-001. Research proposals will be evaluated on the basis of excellence and contributions to the Department's areas of strength and the University's strategic plan (see www.mun.ca).

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to over 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St John's, a safe friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Partners of applicants are invited to include their resumes for possible matching with other employment opportunities. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority.

Faculty of Education
The University of British Columbia
www.ubc.ca

Head, Department of Curriculum Studies

The Faculty of Education at the University of British Columbia invites applications for the position of Head, Department of Curriculum Studies. The Department is one of four departments in the Faculty of Education. There are 31 full-time faculty and 75 full and part-time sessional instructors offering programs leading to Ph.D., M.A. and M.Ed. degrees, and B.Ed. degrees in a large elementary and secondary teacher education programs. Programs and courses within the Department of Curriculum Studies focus on curriculum theory, teacher education, and the following school subjects: art, business, computing studies, home economics, mathematics, music, physical education, science, social studies, and technology.

Department members are active in research and scholarship, contribute to the professional development of teachers and other professionals, and participate in local, national, and international academic and professional communities. They are also involved in a variety of externally funded research projects and partnerships with local school districts and other community agencies. The URL for the Department is: http://cust.educ.ubc.ca

The Department seeks applications from individuals with an international reputation, a strong record of research and publication in curriculum and instruction and allied fields, administrative experience, and a track record of excellent communication, mentoring, and leadership. We encourage applications from individuals who are committed to critical, anti-racist and/or anti-oppressive perspectives.

UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply however priority will be given to Canadian citizens and permanent residents. The successful candidate will be expected to hold an academic appointment at the rank of Professor with tenure and the headship appointment is for a five-year term. The salary is to be negotiated. The appointment will be effective July 1, 2006 or a date agreed upon by the University and the successful applicant, and is subject to final budgetary approval.

The closing date for applications is *September 30th 2005*. Interested applicants are asked to send a letter of application, including a statement about their administrative experience, leadership skills, and a recent curriculum vitae. Applicants should arrange to have three letters of reference sent to:

Dr. Rob Tierney, Dean
Faculty of Education, University of British Columbia
2125 Main Mall, Vancouver, B.C., V6T 1Z4
Tel: (604) 822-2533
Fax: (604) 822-6501
E-mail: rob.tierney@ubc.ca

CAREERS CARRIÈRES

preference for this tenure-track position will be given to specialists in Colonial America and the Atlantic World, but applications from scholars addressing these issues in other contexts are also warmly encouraged. Beginning duties on July 1, 2006, the successful candidate will join a department with a climate supportive of research, a strong and vibrant graduate program and a regular teaching load typically consisting of a balance among introductory, upper-level lecture and advanced honours and graduate seminar courses. Applicants should have a completed PhD. A letter of application, curriculum vitae, supporting documents and three confidential letters of recommendation should be sent to Dr. Gary Waite, Acting Chair, Department of History, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. Further details about the position may be obtained by e-mailing waite@unb.ca. The deadline for receipt of applications is December 31, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **HISTORY — University of Toronto.** The Department of History, University of Toronto, St. George campus, invites applications for the Chancellor Rose and Rey Wolfe Chair in Holocaust Studies, a tenure-track position at the rank of advanced Associate or Full Professor, beginning July 1, 2006. The University of Toronto is a three-campus university with a unitary graduate department on the St. George campus. The Chancellor Rose and Rey Wolfe Chair holder will contribute significantly to the body of scholarship on the history, causes and consequences of the Holocaust (Shoah), through undergraduate and graduate teaching, and research. The Chair holder will organize two annual public lectures, promote and support the study of the Holocaust in all its aspects throughout the University, and be prepared to respond to public events as appropriate. Applicants must have a PhD, a record of outstanding research and excellent teaching at both undergraduate and graduate levels, as well as a well-established international reputation. Salary will be commensurate with experience and qualifications. Applications should be sent to Professor Lorna Jane Abray, Chair, Department of History, Sidney Smith Hall Room 2074, 100 St George St, Toronto Ontario, M5S 3G3. Applications should include curriculum vitae, ONE writing sample (e.g., an article offprint or conference paper), materials relevant to teaching experience (e.g., course outlines/syllabi and handouts, student survey results), and a statement outlining current and future research interests. Applicants should also ask three referees to write letters directly to Professor Abray. Materials must be received by October 15, 2005. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. We offer opportunities to work in many collaborative programs, including Aboriginal, Canadian, Jewish Studies, ethnocultural, sexual diversity, gender and women's studies. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **HISTORY — York University.** Department of History (Faculty of Arts), York University, Toronto, Ontario Canada seeks tenure-track Assistant Professor in United States History. Field of specialization: United States in the World. Details at http://www.yorku.ca/acadjobs/index.htm York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however Canadian citizens and Permanent Residents will be given priority.

■ **HISTORY — Queen's University.** The Department of History at Queen's University invites applications for a tenure-track position at the rank of Assistant Professor in South Asian history, effective July 1, 2006. Applicants must have completed, or be close to completion of, a PhD, show promise of excellence in scholarship and teaching, and evidence of appropriate language competence. Teaching experience and a record of publication are highly desirable. The appointee will be expected to develop and maintain an active research programme, teach undergraduate and graduate courses, and fulfill regular service duties. Salary will be commensurate with qualifications and experience. Send application, curriculum vitae (including indication of citizenship status), a sample of your scholarship, syllabi for a one term South Asian survey and a year long senior undergraduate seminar, and ask three referees to write letters by October 14, 2005 to Professor Richard Greenfield, Chair, Department of History, Queen's University, Kingston, ON, K7L 3N6, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. Academic staff at Queen's University are governed by a collective agreement, the details of which are posted at http://www.queensu.ca/qpula.

■ **HISTORY — Dalhousie University.** The Department of History at Dalhousie University invites applications for a tenure-stream position in the history of Latin America, at the rank of Lecturer/Assistant Professor. The position will commence on 1 July 2006, subject to budgetary approval. A specialisation in the colonial and/or postcolonial history of one or more of the Latin American states will be an asset. The candidate will be responsible for undergraduate courses on Latin America, as well as global history survey classes. Proficiency in Spanish is essential, and the candidate will be expected to supervise students at the MA and doctoral levels. The successful candidate must have a PhD or PhD in hand, and will preferably have teaching experience and publications. Please send a letter of application, curriculum vitae, university transcripts, sample publications, documentation of teaching performance, and three confidential letters of reference to: The Chair, Department of History, Dalhousie University, Halifax, NS, B3H 4P9. Fax: (902) 494-3349; E-mail: history@dal.ca. For background information on the History Department, see our website: http://www.dal.ca/~histwww/Home.htm. Closing date for applications is 14 October 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **HISTORY — Simon Fraser University.** The Department of History at Simon Fraser University invites applications for a tenure track appointment in the field of 20th Century post-Ottoman Arab Middle East History. Knowledge of Arabic is required, and assets include thematic research links with members of the department. The position will begin September 1, 2006. The appointment will be made at the Assistant Professor level at a salary that matches qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful candidate will teach undergraduate courses, including an introductory course on the modern Middle East, as well as graduate courses. She/he will be expected to develop a strong research programme in her/his area of specialization. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is Monday, October 17, 2005. Applications should include a curriculum vitae and one or two articles or dissertation chapters in electronic form if possible. Applicants should also arrange for three letters of reference to be sent to: Dr. John Craig, Chair, Department of History, 8888 University Drive, Simon Fraser University, Burnaby, BC, V5A 1S6; Email: johnc@sfu.ca; Fax: (604) 291-5837; Website: http://www.sfu.ca/history/.

■ **HISTORY — University of Guelph.** The University of Guelph invites applications for a tenure track position in the history of science at the rank of Assistant Professor, effective 1 July 2006. A second teachable area in History is highly desirable. Preference will be given to those applicants with a completed PhD and scholarly publications. The appointee will be expected to contribute to undergraduate teaching at all levels and to participate in graduate education through the Tri-University Graduate Program in History. Demonstrated commitment to teaching and research excellence is required. Engagement with new teaching technologies is desirable. The University of Guelph is a mid-sized, highly ranked and research intensive comprehensive university located one hour's drive west of Toronto. Applicants should send current curriculum vitae, statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent to Dr. Stuart McCook, Co-Chair of the History of Science Selection Committee, Department of History, University of Guelph, Guelph, Ontario, N1G 2W1, to be received before the application deadline of 15 October 2005. No applications will be received electronically. See: http://www.uoguelph.ca/history. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **HISTORY — The University of Winnipeg.** The Department of History, The University of Winnipeg, invites applications for a tenure-track position at the rank of Assistant Professor of Medieval European History. Applicants may possess any research specialization in Medieval Europe, and the successful candidate will be able to teach survey and specialized courses in the area. Salary and rank commensurate with qualifications and experience. Applicants must have a PhD by the time of the appointment. The successful candidate must have a strong commitment to research and undergraduate teaching. Publications will be an asset. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens with permanent residents in Canada. Subject to budgetary approval, this position will commence on 1 July, 2006. Applicants should submit a covering letter, curriculum vitae, one sample of research, and teaching dossier (including course outlines and course evaluations if available) and should arrange for letters of reference from three referees. Deadline for the receipt of applications and references is 15 November 2005. Address all communications to: Professor Nolan Reilly, Chair, Department of History, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9; Phone: 204-786-9012; Fax: 204-774-4134; E-mail: n.reilly@uwinnipeg.ca.

■ **HISTORY — University of British Columbia.** The History Department, University of British Columbia, invites applications for a tenure-track appointment at the rank of Assistant or Associate Professor, effective 1 July 2006. The position is open to all areas of Canadian and Quebec History covering the nineteenth and twentieth century. Excellent publications and evidence of a strong commitment to research and graduate and undergraduate teaching are expected. The successful candidate will be engaged in work that is methodologically innovative, and that can be conceptualized in a larger context as well as in a manner that complements and extends the Department's research strengths. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents will be given priority. The position is subject to final bud-

McGill

Assistant Professors
Centre for Research in Neuroscience

The McGill Centre for Research in Neuroscience (www.mcgill.ca/crn) has two tenure-track openings to be filled in 2005. The CRN is part of the Research Institute of the McGill University Health Centre in Montreal, Canada.

These openings are for young investigators at the assistant professor level whose research interests are compatible with our on-going work at the Centre. We are especially interested in individuals using transgenic mice to study neural growth and regeneration in vivo, and rhythmic brain oscillation related to learning and memory. Applicants are expected to develop an independent, innovative research program for which attractive start-up packages are available. Teaching opportunities at the graduate and undergraduate levels are available according to interest at any of several departments at McGill.

Please send a curriculum vitae, the names of three referees, and a brief statement of research interests to:

Search Committee
McGill Centre for Research in Neuroscience
Montreal General Hospital L7-132
1650 Cedar Avenue
Montreal, Quebec, Canada H3G 1A4
E-mail: yvonne.gardner@mail.mcgill.ca

Deadline for applications: **1 October 2005**

www.mcgill.ca

All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

Professeurs adjoints
Centre de recherche en neuroscience

Deux postes visant les jeunes chercheurs de niveau professeur adjoint dont les intérêts de recherche sont compatibles avec les travaux continus que nous menons au Centre. Nous nous intéressons principalement aux chercheurs qui utilisent les souris transgéniques pour étudier le développement et la régénération neuraux in vivo ainsi que l'oscillation cérébrale rythmique associée à l'apprentissage et à la mémoire. Les candidats doivent élaborer un programme de recherche innovateur indépendant pour lequel nous offrons des programmes de démarrage intéressants. Selon l'intérêt du candidat, celui-ci a la possibilité d'enseigner au premier et au deuxième cycle au sein de l'un des divers départements de l'Université McGill.

Envoyez votre curriculum vitae incluant le nom de trois répondants et un bref énoncé décrivant vos intérêts en matière de recherche à l'adresse suivante :

Comité de recrutement
Centre de recherche en neuroscience de l'Université McGill
Hopital Général de Montréal L7-132
1650, avenue Ceder
Montréal (Québec) Canada, H3G 1A4
Courriel : yvonne.gardner@mail.mcgill.ca

Date limite de présentation des demandes : **1 octobre 2005**

Nous encourageons tous les candidats qualifiés à poser leur candidature; nous accordons toutefois la priorité aux Canadiens et aux résidents permanents du Canada. L'Université McGill est pour l'équité en matière d'emploi.

Wilfrid Laurier University

Dean, School of Business & Economics
Wilfrid Laurier University

Set within a university with a robust sense of community, the Laurier School of Business and Economics (SBE), is one of Canada's largest and most innovative business schools. With a main campus in Waterloo, Ontario, the hub of Canada's Technology Triangle, SBE has over 3,600 exceptionally qualified students and 110 full- and 65 part-time faculty. The University overall has 10,500 full-time and 1,600 part-time students in its five Faculties.

The Laurier School of Business and Economics offers a demanding and very popular BBA with a Co-op option and an Honours Economics degree at the undergraduate level. The School also offers a Master of Arts in Business Economics, a general MBA and MBA's with both a CMA and CFA option. In the fall of 2005, SBE will begin offering a PhD program.

One of only 15 Canadian business schools accredited by the Association to Advance Collegiate Schools of Business, SBE has consistently achieved a very high success rate in national CA and CMA exams, developed Canada's only integrated English-language MBA/CMA program, and received a number of prestigious awards. See **www.wlu.ca/sbe** for further information.

As a member of the University's senior leadership team, the new Dean will have a unique opportunity to take this already exceptional School forward to a new level of national and international prominence.

The successful candidate must have a transparent, consultative, and inclusive leadership profile, and must be able to represent the School effectively within the business and alumni communities. In addition to scholarly experience, the new Dean will have academic administrative experience sufficient to effectively lead and administer the School.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified individuals.

The successful candidate will be expected to assume office between July 1 and September 1, 2006. Applications and nominations will be reviewed starting in October 2005, and should be directed to:

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
wlusbe@jwasearch.com

Janet Wright & Associates Inc.
Senior-level recruitment for the public and not-for-profit sectors
www.jwasearch.com

JWA

CAREERS CARRIÈRES

getary approval. Salary will be negotiated depending on qualifications and experience. Questions can be directed to Dr Tina Loo (Tina.Loo@ubc.ca) The closing date for receipt of applications is 1 October 2005. Applications should include curriculum vitae, published writing and a summary of current and future research interests. Applicants should send these materials and arrange for three letters of reference to be forwarded under separate cover to: Dr. Tina Loo, Chair, Search Committee Canadian History, History Department, The University of British Columbia, Room 1297, 1873 East Mall, Vancouver, BC, V6T 1Z1, Canada.

■ **HISTORY — University of British Columbia.** The Department of History, University of British Columbia, invites applications for a tenure-track appointment, effective 1 July 2006, at the rank of assistant professor in the history of France, Italy and/or Iberia in the eighteenth and/or nineteenth centuries. Applicants must show proof of excellent scholarly accomplishment through publication as well as proof of teaching skill. Applicants will be expected to teach in a broad range of programs in the department and should be willing to engage in collaborative and inter-disciplinary research. The department is committed to building on existing strengths in a variety of areas, and candidates who are able to contribute to such areas as the history of empire, religion and society, or environmental history are especially encouraged to apply. Questions can be directed to Dr Christopher Friedrichs (crf@interchange.ubc.ca) The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. The position is subject to final budgetary approval. Salary will be negotiated depending on qualifications and experience. Applicants should send a c.v., letters of reference from three referees (under separate cover), and a summary of current and future research interests by 31 October 2005 to: Prof. Christopher R. Friedrichs, Chair, European Search Committee, History Department, The University of British Columbia, Room 1297, 1873 East Mall, Vancouver, BC, V6T 1Z1, Canada.

■ **HUMAN RESOURCES MANAGEMENT — Queen's University.** The School of Policy Studies at Queen's University, Kingston, seeks to fill one tenured or tenure-track position in human resource management, organizational behavior, organization development and change, management theory or a related area beginning July 1, 2006. The rank is open and all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applicants are expected to have completed a PhD (or equivalent) by July 1, 2006 and have an excellent record of high quality research and teaching appropriate to their stage of career. Relevant experience may be an asset. The successful candidate will teach in the Master of Industrial Relations program in one or more of such areas as: human resource management, organization development and change, conflict management, organizational and management theory, or organizational behaviour. Candidates should send a letter of application, curriculum vitae, and a copy of up to three refereed publications or other research papers to the address below. They should also arrange for three letters of recommendation to be sent under separate cover. Applications received by October 31st, 2005 are assured full consideration. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at http://www.queensu.ca/qufa. Please send application materials in paper copy only to: Arthur Sweetman, Chair, Public Management or Policy Appointments Committee, School of Policy Studies, Queen's University, Kingston, ON, Canada, K7L 3N6. To learn more about the School of Policy Studies, see http://www.queensu.ca/sps/.

■ **HUMANITIES — York University.** The Division of Humanities, Faculty of Arts, York University, invites applications for a tenure-stream appointment at the Assistant Professor level in the field of Early Christian Literature and History. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

I

■ **INDIGENOUS STUDIES — Wilfrid Laurier University at Brantford.** Laurier Brantford will be hiring over ten new faculty members on either tenure-track or limited term appointments. All positions will begin July 1, 2006. Please visit our website at www.wlu.ca/brantford for full details on these positions.

■ **INDUSTRIAL RELATIONS — Queen's University.** Please see our classified ads for tenure-track positions in the School of Policy Studies under Psychology and Human Resources Management.

■ **INSTRUCTIONAL TECHNOLOGY/COMPUTER EDUCATION — University of Windsor.** The University of Windsor, Faculty of Education, invites applications for a tenure-track position in Instructional Technology and Computer Education at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, Ontario, N9B 3P4; Tel: 519.253.3000, Ext. 3801; Fax: 519.971.3612; E-mail: progers@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **INTERDISCIPLINARY — Malaspina University-College.** Malaspina University-College, located on beautiful Vancouver Island, invites applications from emerging researchers who wish to be considered for nomination for a Tier II Canada Research Chair. The recently formed Institute for Coastal Research (ICR), located in Malaspina's new Library, is a well-resourced vehicle for the conduct, direction and administration of research in a wide variety of coastal studies. We seek a researcher to develop the ICR to its full potential, and to lead interdisciplinary research programs with a focus on best use of coastal resources. We define "best use" as that which creates conditions for community and individual health to flourish in BC's many coastal communities, both large and small. Although we enjoy a strong Faculty of Science and Technology including several resource management programs, we are deliberately positioning the ICR as an interdisciplinary forum supporting broad-based inquiries, studies that will guide policy makers to the best, evidence-based decisions. This research will not only be cognizant of science and technology, but will also look well beyond these disciplines in seeking to transcend the polarized viewpoints that often emerge in resource discussions. The successful candidate may come from a social science or humanities background. Areas of inquiry may include the attitudes of coastal peoples toward their environment and resources, political forces influencing management decisions, economic factors in resource management policy, and others. The successful candidate will be chosen primarily on the basis of the ability to form collaborative and effective interdisciplinary teams from both faculty within Malaspina and researchers from other institutions. In bringing together diverse perspectives and segments of knowledge on coastal issues, the ideal candidate would possess strong interpersonal skills and have some experience with resolving conflicts. The anticipated research will be innovative, will involve the communities and relevant stakeholders, and will be disseminated to a wide audience. In addition to the above research activities, the candidate will be able to, and is expected to, steer the ICR to its full potential in our institution — in short, to develop a new research institute from the ground up. For full details please check the Malaspina University-College website www.mala.ca (Employment Opportunities, Employment Postings, MFA — Academic).

■ **INTERNATIONAL & SECURITY STUDIES — York University.** The Faculty of Arts, York University invites applications for Director of the Centre for International and Security Studies, with a cross-appointment at the Associate Professor level in the relevant department or division in the Faculty of Arts (for example, but not limited to: Political Science, History, Sociology, Anthropology, Geography, Social Sciences, Economics, etc.). Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **INTERNATIONAL BUSINESS — Brock University.** Brock University invites applications for a probationary tenure-track position in International Business at the assistant or associate professor level, starting July 1, 2006 (subject to final budgetary approval). Qualifications include a doctorate completed or near completion. Position level and salary are commensurate with the applicant's qualifications. Brock University is located in St. Catharines, Ontario in the heart of the scenic Niagara peninsula, approximately one-hour's drive from the city of Toronto and 40 minutes from Buffalo, New York. A stable manufacturing base in addition to expanding sectors such as wine-making, tourism and horticulture provides for a dynamic high growth area with an exceptional range of professional and recreational opportunities. The Department of Marketing, International Business and Strategy has fifteen full-time faculty and is one of four departments in the Faculty of Business. The Faculty of Business, which has 65 full-time members, offers two graduate programs: MBA and Master of Accountancy. The Faculty of Business also offers two undergraduate programs: BBA and BAcc, each with highly regarded co-op options. Brock University is AACSB accredited. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at restoring gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Applications are accepted until the position is filled. Submit your application and curriculum vitae, along with the names of three references, a recent working paper and student evaluations (if available) to: Dr. Carman W. Cullen, Chair, Department of Marketing, International Business and Strategy, Brock University, St. Catharines, Ontario, Canada, L2S 3A1; Phone: 905-688-5550 ext 3220; E-mail: Carman.Cullen@Brocku.Ca. For more information on Brock University, please visit our web site: www.brocku.ca.

■ **INTERNATIONAL DEVELOPMENT STUDIES — Dalhousie University.** The Department of International Development Studies at Dalhousie University invites applications for a tenure-stream position in Culture and Development at the rank of Lecturer/Assistant Professor. The position will commence on 1 July 2006, subject to budgetary approval. We are particularly interested in candidates with specializations in some combination of identity, ethnicity, religion, and/or cultural practices including, but not limited to, music, film, sport, visual arts, and the media, as they intersect with development. Applicants should have a demonstrated capacity for interdisciplinary approaches in their work. Disciplinary background and Area focus are open, though we have a preference for candidates with research backgrounds in Asia, Latin America, the Caribbean or the Middle East. The successful candidate will be expected to contribute to the teaching of interdisciplinary core courses in Development Studies at the second, third, and/or fourth-year levels, as well as to teach courses in their area of specialization and contribute to teaching and supervision in a rapidly growing MA program. Applicants must have a PhD or a PhD in hand, and will preferably have teaching experience and publications. Please send a letter of application, curriculum vitae, sample publications, documentation of teaching performance, and three confidential letters of reference to: Dr. David Black, Chair, Department of International Development Studies, Dalhousie University, Halifax, NS, B3H 4H6. Fax: (902) 494-2105; Email: black@dal.ca. The deadline for receipt of applications is October 14, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **INTERNATIONAL DEVELOPMENT STUDIES — Queen's University.** The Development Studies programme invites applications from outstanding scholars interested in a tenure-track or tenured position at the rank of Assistant or Associate Professor. We are also inviting applications from scholars interested in being nominated for a university-wide competition for tenure-track faculty appointments under the Queen's National Scholar (QNS) Programme. Tenure-track appointment: For the tenure-track position we are seeking candidates with expertise in the areas of gender and sexuality as they relate to development studies. Candidates should have a demonstrated ability to establish and maintain a vigorous programme of research in these thematic areas as well as excellence in teaching at an undergraduate level. Experience with graduate supervision and a commitment to building a graduate programme would be an asset. Queen's National Scholar: The QNS competition is open to scholars with interests in any thematic or geographic area related to development studies. Preference will be given to scholars in their early- to mid-career stages. Additional information on the QNS programme can be found at www.queensu.ca/principal. Applicants can learn more about the Development Studies programme and current faculty research interests at www.queensu.ca/devs. Applicants should indicate which position(s) they are applying to and send a curriculum vitae, a

McGill

Provost
McGill University

McGill University invites applications and nominations for the position of Provost. This is an extraordinary opportunity for a distinguished scholar and academic administrator to be an academic leader of one of the world's premier public universities located in one of the world's great cities.

McGill University, established in 1821, is Canada's most research-intensive university and one of the major public universities in North America. The University has as its goal to rank in the top ten of public teaching and research universities in the world. A student-centred approach with excellent undergraduate and graduate teaching by outstanding professors is an overarching requirement in achieving this goal.

McGill's outstanding teaching and research programs attract some of the most gifted students from around the world. International students comprise twenty percent of McGill's enrolment of 31,500 students, complementing the highly qualified students drawn from Quebec and other parts of Canada. McGill is composed of 21 faculties and professional schools, offering undergraduate and graduate degrees in more than 300 areas of study, including 250 master's, doctoral, diploma and certificate programs in more than 85 fields.

The Provost will be a proven, capable, and successful administrator with meaningful experience in both academic planning and academic budgeting. The Provost must be administratively astute in managing the organizational and financial issues that face a very complex public university. This person will have a commitment to promoting diversity along with excellence among students, faculty, and staff. It is expected that the Provost will have the sensitivity and mature judgment to select outstanding team members, share authority with them, and be totally committed to effective, inclusive decision-making.

Reporting to the Principal, the Provost must also work in a strong partnership with the other Vice-Principals. The Provost will, by example, encourage and support excellence in teaching, research, and outreach activities.

McGill University is committed to equity in employment. A good working capacity in both French and English will be an asset. The Principal's Advisory Committee for the Selection of a Provost wishes to move expeditiously and will begin its consideration of candidates immediately.

Please respond in confidence to:

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
mcgillprovost@jwasearch.com

Janet Wright & Associates Inc.
Senior-level recruitment for the public and not-for-profit sectors
www.jwasearch.com

JWA

School of
Child & Youth Care
UNIVERSITY OF VICTORIA

Within a dynamic and innovative working environment that is respectful of diversity, the School of Child and Youth Care provides at the undergraduate level, an applied baccalaureate degree (BA) to on-campus and distributed learning students, and at the graduate level, a Master of Arts and PhD in Child and Youth Care. SCYC also offers a community-based Diploma level program in Aboriginal Child and Youth Care in partnership with First Nations communities.

The SCYC undergraduate degree prepares students to work with children, youth, families, and communities in a wide range of practice settings (e.g. early childhood care and education, residential care, infant development, family support, parent education, juvenile justice, hospital-based 'child life', recreation, school-based child, youth and family counselling, community mental health, child welfare and child protection). Graduate degrees prepare students to work as advanced practitioners and leaders in various organizations and community agencies, government departments and ministries, and as researchers, trainers, administrators and educators.

The faculty in SCYC typically hold more than $1 million per year in research and curriculum development grants and contracts and are involved in local, national, and international projects, including an Early Childhood Development Virtual University (ECDVU) in Africa and the Middle East. Faculty members in the School come from a variety of disciplines including: child and youth care; education; developmental, clinical, counselling, and social psychology; health and human services; child and family studies; nursing; and social work. The priority for this hiring in the School of Child and Youth Care is current prevention and intervention practices with infants, children, youth, families, and communities. Preference will be given to candidates who have experience with program evaluation. For further information please see: www.uvic.ca/cyc.

ASSISTANT PROFESSOR

The School of Child and Youth Care invites applications for the position of Assistant Professor (tenure track), effective July 1, 2006, or as negotiated.

Candidates should have current practice experience with children, youth, and families, demonstrated ability to work cross-culturally and in community settings with sensitivity and respect, and at the time of hire will have:

- completed a strong research-focused doctoral program in a human service or social service discipline;
- demonstrated commitment to research as evidenced by conference presentations and/or publications and/or work in progress;
- demonstrated, through doctoral research or other work, the potential to develop a grant-funded program of applied research in a child and youth care area;
- demonstrated excellence in teaching a diverse student population in university accredited courses;
- demonstrated experience with curriculum development with potential for teaching at the graduate level;
- current prevention and intervention practices with infants, children, youth, families and communities, and
- experience with program evaluation.

The appointment will follow university guidelines for academic positions. The salary level is set out in the salary policy for regular faculty members and is negotiable based upon experience. A full range of benefits is offered, see http://web.uvic.ca/vpac/framework/articles/APPENDIX.html

Closing Date for Applications: ***September 30, 2005***

Applicants should send a cover letter and supportive documentation of key career achievements, a curriculum vitae and three sealed confidential letters of reference to:

Dr. Sibylle Artz
Director, School of Child and Youth Care
University of Victoria
P.O. Box 1700
Victoria, BC, Canada V8W 2Y2
Ph: 250 721-6472, Fax: 250 721-7218
Email: sartz@uvic.ca

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

CAREERS CARRIÈRES

The University of Western Ontario | Schulich School of Medicine & Dentistry

Canada Research Chair in Health Ethics Research

The University of Western Ontario, one of Canada's leading research-inteneive universities, requests applicants for a prestigious Canada Research Chair Tier 2 in Bioethics. To position itself as a world leader in bioethics, Western seeks to build on existing excellences, particularly in reproductive ethics, mental health ethics, research ethics and methodological approaches to bioethics. Although a track record in an area of research that complements one or more of these areas would be an asset, all candidates who have a strong publication record, and have a demonstrated ability to attract independent research funde will be considered. All candidates must have completed doctoral training or professional equivalent in the Humanities, Social Sciences, Medicine, Nursing or other health science.

The successful candidate will be jointly appointed into a probationary position at the rank of Assistant or Associate Professor, in the Schulich School of Medicine & Dentistry and in the Faculty of Arts and Humanities, with cross appointment to other Faculties as relevant for the individual. The University of Western Ontario provides an exceptional multi-disciplinary research environment, with opportunities for collaboration among ethics researchers fostered through the Western Bioethics Research Group.

The successful candidate will be expected to pursue his or her own independent programs in bioethics research as well as participate in graduate level teaching. Participation in other education initiatives, such as the Schulich School of Medicine & Dentistry's Medical Ethics and Humanities Program, will be welcomed, but is not a major component of this Canada Research Chair.

With a full-time enrollment of about 32,000, The University of Western Ontario graduates students from a full range of academic and professional programs. The university campus is located in London, a city of 340,000, located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London ie known as the "Forest City". London boasts an international airport, art museums, theatre, music and sport-related recreational activities expected of a larger center (see http://www.goodmovelondon.com).

Applications will be reviewed beginning September 30, 2005 until the position is filled. Interested candidates should send a detailed curriculum vitae, a statement of research interests, and the names of three references to:

Dean Carol P. Herbert
Schulich School of Medicine & Dentistry
The University of Western Ontario, Room HSA 111
London, Ontario N6A 5C1

For information on the Canada Research Chairs program please see http://www.chairs.gc.ca/.

Applicants should have fluent writing and oral communication skills in English. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families.

Faculty Position in Biostatistics

Department of Clinical Epidemiology and Biostatistics, Faculty of Health Sciences, McMaster University

The Department of Clinical Epidemiology and Biostatistics (CE&B) in the Faculty of Health Sciences, McMaster University, is seeking outstanding applicants for a three-year renewable "Special" faculty position in Biostatistics. Qualifications include an appropriate degree in Biostatistics and experience in the design, execution, statistical analysis, presentation and reporting of large, multi-centred clinical trials. Expertise in the areas of cardiovascular disease, hemostasis, thrombosis, and oncology is preferred. Some experience working with industry, including current familiarity with regulatory and funding agency procedures and requirements, is considered an asset. A strong track record of collegiality and collaboration and strong communication and interpersonal skills are prerequisites for this position.

You will contribute to the highly respected and growing CTMG research program by providing scientific leadership in the design, execution, and analysis of current and future studies as a member of a collaborative team. As well, you will offer general consultative support to other health researchers in the McMaster system, particularly those located at the Juravinski Regional Cancer Centre and the Hamilton Health Sciences – Henderson Hospital. You will also be a regular contributor to teaching and supervision activities in the M.Sc./Ph.D. Health Research Methodology program, the Bachelor of Health Sciences program or in other educational programs at McMaster.

McMaster University is research intensive and perennially rated as the most innovative university in Canada. The successful candidate will join over 40 full-time/joint faculty and 150 research/administrative staff in the Department of Clinical Epidemiology and Biostatistics (CE&B). The Department enjoys an international reputation in the areas of clinical effectiveness research, evidence-based medicine, biostatistics, population health (community, occupational, and environmental), health economics, health services research, health policy analysis, and health informatics. For more information about CE&B, visit: **www.fhs.mcmaster.ca/ceb** and **www.fhs.mcmaster.ca**

Applications will be accepted until a suitable candidate is appointed.

Applicants are invited to submit a cover letter of application, curriculum vitae, and contact details for three referees, to: **R. Brian Haynes M.D., Ph.D., Chair, Department of Clinical Epidemiology and Biostatistics, Faculty of Health Sciences, McMaster University, 1200 Main St. W., HSC - 2C10B Hamilton, Onterlo, Canade L8N 3Z5 Tel: (905) 525-9140 ext. 24931 Fax: (905) 577-0017 e-mell: bheynes@mcmester.ce**

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is stongly commited to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities.

"An equal opportunity employer"

McMaster University

statement of research and teaching interests, and e wnting sample, plus three confidential letters of reference, by October 14, 2005, to Dr David McDonald, Director, Development Studies, Queen's University, Kingston, Ontario, Canada, K7L 3N6; Tel: 613-533-6000 (x77210); Fax: 613-533-2986. Email enquiries can be sent to develst.u@post.queensu.ca. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Academic staff at Queen's University are governed by a collective agreement between QUFA and the University, details of which are posted at http://www.queensu.ca/qufa.

■ **INTERNATIONAL DEVELOPMENT STUDIES/AFRICAN STUDIES — York University.** The Division of Social Science, Faculty of Arts, York University, invites applications for a joint tenure-stream appointment at the Assistant Professor level in the critical interdisciplinary fields of International Development Studies and African Studies. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

■ **ITALIAN — Dalhousie University.** Applications are invited for a tenure stream appointment in Italian Studies, starting July 1, 2006, at the Lecturer or Assistant Professor level. This position is subject to budgetary approval. All candidates would be expected to have a PhD or PhD in hand by the starting date, as well as native or native-like fluency in Italian. Potential candidates should also have a strong research profile in Italian literature, culture or linguistics. Experience in multimedia use in language teaching would be an asset. The selected candidate will teach at all levels of the Italian program, including courses in grammar, conversation, composition, literature, culture and civilization. Other duties will include helping with the administration of the program. A letter of application, complete and updated curriculum vitae, and letters from three referees should be sent to Dr. Raymond Mopoho, Chairperson, Department of French, Dalhousie University, Halifax, Nova Scotia, B3H 4P9. All materials must be received by October 14, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

K

■ **KINESIOLOGY/PSYCHOLOGY — University of Waterloo.** The Department of Kinesiology at the University of Waterloo invites applications at the Assistant/Associate Professor level in the area of Social Psychology and Physical Activity. Successful candidates are expected to have a strong portfolio of scholarly research, publication, and effective teaching. In addition to advancing a personal research program, candidates will be expected to work as part of a multidisciplinary team engaged in research on health promotion and the prevention of illness or injury. Opportunities for this research exist not only within the Department but also within the Faculty of Applied Health Sciences and its multiple health research centres. We welcome social and behavioural science applicants from all health promotion and injury/disease prevention fields such as kinesiology, social and preventive medicine, public health, behavioural medicine, social science and medicine, and ergonomics. The Department of Kinesiology is an interdisciplinary department with expertise spanning the social to biological study of human movement, and houses the only undergraduate program in Ergonomics in Canada. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hinng committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontano, Canada, N2L 3G1, by November 30, 2005 or by Fax: 519-746-6776 or E-mail: mcgill@healthy.uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

L

■ **LABOUR STUDIES — York University.** The Division of Social Science, Faculty of Arts, York University, invites applications for a tenure-stream appointment at the Assistant Professor level in the critical interdisciplinary field of Labour Studies. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

NIPISSING UNIVERSITY

NIPISSING UNIVERSITY is situated in a beautiful, natural setting, on an escarpment overlooking Lake Nipissing in North Bay, Ontario. The city, which is located just 3.5 hours north of Toronto or west of Ottawa, has a population of 60,000. A major centre of cultural activity in Northeastern Ontario, North Bay has a particularly vibrant theatre community.

TENURE-TRACK FACULTY

FACULTY OF ARTS AND SCIENCE

The History Department invites applications for two tenure-track appointments at the rank of Assistant Professor – one in Canadian history, and one in United States history, beginning July 1, 2006, subject to final budgetary approval. The successful candidates will hold a PhD in History, and show promise of excellence in research and teaching. Experience in public history/oral history will be considered an asset.

History is a key undergraduate program at Nipissing University. Courses are primarily offered in the areas of Eastern and Western Europe, Britain, and North America, Canada and the United States. The Department and University have a strong commitment to research and publication, as well as to excellence in undergraduate teaching.

We offer very competitive salary levels and an attractive benefits program. A letter of application, a research agenda, a statement of teaching philosophy, a curriculum vitae, three letters of recommendation (at least one of which should comment on research potential, and at least one of which should comment on teaching potential), and teaching evaluations (if available) should be sent to: **Dr. Richard Vandetlee, Dean of Arts and Science, Chair, Search Committee, Faculty of Arts and Science, Nipissing University, 100 College Drive, North Bay, ON P1B 8L7. Fax: 705-474-3072. E-mail rtckv@nipissingu.ca.** Consideration of applications will begin on September 19, 2005, and will continue until the positions are filled. For more information on our University and these positions, please visit our website. The Selection Committee would like to thank all applicants for their interest in Nipissing University; however, only those selected for interviews will be contacted.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All qualified candidates are encouraged to apply

www.nipissingu.ca *Nipissing University is an equal opportunity employer.*

ABONNEMENT

LE BULLETIN CHEZ VOUS

NOM

ADRESSE

VILLE PROVINCE/ÉTAT

PAYS CODE POSTAL

10 NUMÉROS

❑ Canada 35,00 $ (+ TPS OU TVH) ❑ É.-U. 45,00 $ CAN ❑ Autres pays 55,00 $ CAN

MODE DE PAIEMENT

❑ VISA/Mastercard N° DE LA CARTE EXP. /

SIGNATURE

❑ Chèque/mandat-poste ci-inclus
❑ Facturez-moi
❑ Prière de ne pas communiquer mon nom à d'autres personnes.

ACPPU

POSTEZ À: Bulletin-Diffusion, ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2

CAREERS CARRIÈRES

■ **LAW — University of Victoria.** The Faculty of Law at the University of Victoria invites applications for the Lansdowne Chair in Law, appointment to commence July 1, 2006. The Lansdowne Chair in Law is partially endowed through the UVic Lansdowne Endowment Fund which is designed to enrich the academic environment at the University by attracting the best scholars and teachers. The Faculty is seeking applicants with demonstrated strengths in critical and feminist theory, and ideally, with an interest in legal history. The Faculty is also seeking candidates whose teaching, scholarship and leadership skills will make a significant contribution to the equity and diversity commitments of the Faculty and the University. The successful applicant will have an LLB and an LLM or other relevant graduate degree and a demonstrated record of excellence in teaching and research. The successful applicant will provide leadership in supporting Faculty research and graduate program activities and will be actively involved in teaching in both the graduate and undergraduate program. She or he will also share the Faculty of Law's commitment to innovation in teaching and program development and to a collegial, diverse and involved community. Applications, accompanied by curriculum vitae and the names of (and contact information for) three academic references, should be submitted by September 30, 2005. Please address applications to the Appointments Advisory Committee and send them care of Rosemary Garton, Secretary for the Appointments Advisory Committee, Faculty of Law, University of Victoria, PO Box 2400 STN CSC, Victoria, BC, V8W 3H7; Fax: (250) 721-8146. Information about the Faculty of Law can be found at http://www.law.uvic.ca. Applications may be e-mailed care of Rosemary Garton at rgarton@uvic.ca to be followed by ordinary mail. Applications will be kept in strict confidence. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ **LAW — University of Toronto.** The Faculty of Law invites applications from outstanding scholars for a number of tenure-track positions to commence July 1, 2006. All positions are at the rank of assistant, associate or full professor, and some are subject-matter specific. Salary will be commensurate with experience and qualifications. Successful candidates applying for a non-subject-matter specific position will demonstrate excellence in research and teaching. Successful candidates applying for a subject-matter specific position will demonstrate excellence in research and teaching and an interest in one or more of the following areas of priority: International Human Rights Law, International Law and Development, Innovation Law, and Capital Markets. The William C. Graham Chair in International Law and Development may be filled during this search process, at the Faculty's discretion. Applications should be sent by mail to Nikki Gershbain, Director of Special Projects, Faculty of Law, University of Toronto, 84 Queen's Park, Toronto, Ontario, M5S 2C5. Electronic applications will not be accepted. The closing date for applications is October 15, 2005. Applications must include a curriculum vitae, copies of law and graduate transcripts, copies of sample publications, a teaching dossier including course outlines, evaluations and a research plan, and at least three letters of recommendation mailed directly to Ms. Gershbain. Candidates are asked to clearly indicate which position(s) they are applying for. Writing samples will not be returned and incomplete applications may not be accepted. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **LIBRARY — The University of Western Ontario.** Western Libraries invites applications and nominations for the post of Assistant University Librarian (The O. B. Weldon Library). Reporting directly to the University Librarian, you will provide leadership for the Weldon Library in the development and management of collections, access and services for the Faculties of Arts and Humanities, Information and Media Studies, and Social Science. As a member of the senior management team for Western Libraries, you will collaboratively participate in strategic planning, formulation and implementation of priorities, and policy development for Western Libraries. You will articulate a clear vision for the Weldon Library within the context of the University's and Western Libraries' strategic plans. This vision will be based on a strong customer service philosophy, and will set goals and objectives in consultation with the departmental leaders for Research and Instructional Services (reference, collections, liaison and instructional services) and Resource Support Services (circulation, course reserves, interlibrary loans, film services, inventory control and stacking). You will oversee the effective planning and administration of services, collections, staff, physical space, acquisitions allocations, and discretionary budget. You will achieve the service objectives for the Weldon Library by responding to the needs of user groups, through open communication with users in the three Faculties, and through effective outreach programs. You will communicate regularly and effectively with staff, and provide training and development opportunities in order to foster good staff morale, promote excellent customer service, and implement planned programs and projects. You will represent The O. B. Weldon Library, and at times Western Libraries, to build partnerships and working relationships, both on- and off-campus, that lead to effective collaborative problem resolution, work design and creative initiatives. Your five years of progressive experience in a public service capacity in an academic research library are essential as are two years of successful leadership/management experience in a multi-unit, public service capacity (including management of staff and service delivery). Also essential is your experience in planning and implementing restructuring and reorganization initiatives, and in overseeing large projects such as building renovations and collection moves. Your expertise includes understanding information needs of faculty, students, researchers and staff in a large research university. You have knowledge of current issues and emerging trends affecting scholarly communication and electronic information delivery. Your excellent interpersonal, communication and team building skills are required to effect change. Your planning, problem solving and decision making skills are essential for successful performance in this role. Your managerial expertise is required to respond to competing demands and to effectively lead the Weldon Library in a complex and changing environment. Your MLIS/MLS from an ALA accredited institution is essential along with an undergraduate degree in one of the academic disciplines for which the Weldon Library provides service. A Master's degree in one of these disciplines is preferred. Founded in 1878, The University of Western Ontario has more than 30,000 undergraduate and graduate students. Western Libraries comprises seven service locations, has research collections numbering 8 million items, a staff of 175 and a budget exceeding $23 million. Committed to exceeding user expectations, Western Libraries is an active member of the Association of Research Libraries, the Canadian Association of Research Libraries, and the Ontario Council of University Libraries. Further information about Western Libraries is available at: http://www.lib.uwo.ca/. The O. B. Weldon Library, with a collection of 4 million items, over 6000 journal subscriptions and a full-time staff of 40, supports a primary user community of 9,000 undergraduate students, 800 graduate students and 350 faculty members. Further information about the Weldon Library is available at: http://www.lib.uwo.ca/weldon/. The position is available during the Fall of 2005. Salary will be commensurate with qualifications and experience. The first collective agreement for librarians and archivists is being negotiated. This position is excluded from the bargaining unit. Applicants are encouraged to submit a letter of interest, a curriculum vitae and the names of three referees electronically no later than 30 September 2005 to: careers@uwo.ca Please quote reference #P561. For additional information on how to apply, please visit Western's website at: www.uwo.ca/humanresources.

■ **LIBRARY & INFORMATION SCIENCE — The University of Western Ontario.** The Faculty of Information and Media Studies (FIMS) at The University of Western Ontario invites applications for a full-time, probationary appointment (tenure track) at the rank of Assistant Professor to begin July 1, 2006. Deadline for receipt of applications: January 15, 2006 or until position is filled. Candidates must have a PhD completed or nearing completion in Library and Information Science or related area and show evidence of strong research potential and excellence in teaching. Professional experience as a librarian or information manager in a traditional or non-traditional setting is an asset. The normal teaching workload in FIMS is four half courses per academic year. The successful candidate

Athabasca University

Canada's Open University™

Specializing in distance and on-line education, Athabasca University delivers university education to approximately 30,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the following position located in **Athabasca, AB:**

Assistant Professor, Marketing
School of Business

The Assistant Professor, Marketing will be part of a highly motivated team advancing technological boundaries in undergraduate business education and global delivery of our online Bachelor of Commerce, Marketing major. The successful candidate will possess a PhD (or be near completion) in marketing or a related discipline. A strong commitment to marketing teaching and research, and expertise in marketing research, consumer behaviour and e-marketing are assets. An ability to collaborate with a team in the development of a comprehensive marketing program is necessary.

This is a part-time tenure-track position. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package. This is a part-time 0.6FTE position (equivalent to 3 days per week).

Please refer to the full job profile on our Web site at: **www.athabascau.ca/jobprofiles**

Further information about this position may be obtained from Dr. Alex Kondra at (780) 675-6807 or via e-mail: alexk@athabascau.ca

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, curriculum vitae and the names and addresses of three referees, quoting competition #CA-APM-0722. **Applications should be e-mailed to the Human Resources Advisor, Human Resources, at resume@athabascau.ca. The position will remain open until a suitable candidate has been found; however, the selection committee will start reviewing applications October 31, 2005.**

Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity, and encourages applications from women, indigenous peoples, persons with disabilities, and members of visible minorities.

www.athabascau.ca

MALASPINA
University-College

Malaspina University-College, located on beautiful Vancouver Island, is accepting applications for the following faculty positions:

Mathematics
Comp. 05-4060 closes 1 pm, Oct. 27/05

Chemistry
Comp. 05-4064 closes 1 pm, Oct. 6/05

For full details, please click on **Employment Opportunities** on the Malaspina University-College website www.mala.ca.
Bookmark this website for upcoming career opportunities.

Malaspina University-College

Nanaimo Campus
900 Fifth Street
Nanaimo, BC V9R 5S5
[568-08-10-1040]

WWW.MALA.CA

Memorial
University of Newfoundland

CANADA RESEARCH CHAIR (TIER II) IN MODELLING CLIMATE DYNAMICS

Memorial University of Newfoundland invites applications for a Canada Research Chair (Tier II) in Modelling Climate Dynamics.

The ideal candidate will be an exceptional emerging researcher with demonstrated research creativity in numerical modelling of climate dynamics. The focus of the chair, as well as the candidate's expertise and accomplishments, could be on either the oceanic, atmospheric or terrestrial component of the climate system. It is expected that the chair will establish new and original research initiatives that will stimulate the integration of existing climate-related research at Memorial into a centre of excellence. The chair should provide stimulating research opportunities and training for graduate students.

The Canada Research Chair will be located in the Department of Physics and Physical Oceanography, but the chair will have the opportunity for interdisciplinary research both within the Faculty and in collaboration with researchers in other academic units. Physical oceanography in the Department of Physics and Physical Oceanography covers field and laboratory studies, instrumentation development and numerical modeling. Climate research at Memorial presently includes field, laboratory and numerical modelling. Interest in climate research is growing in the Faculties of Science (e.g. Computational Science and Environmental Science) and Arts (e.g. Archaeology and Social Sciences). The chair should build on Memorial's track record of collaborative research as demonstrated by our active participation in national and international science programs such as SOLAS, CASES, ArcticNet and GLOBEC and computational initiatives such as ACENET.

Applicants should submit a curriculum vitae, a statement of research interests and plans, and the names of three referees to:

Dr John Whitehead, Head
Department of Physics and Physical Oceanography
Memorial University of Newfoundland
St John's, Newfoundland, Canada A1B 3X7
Telephone: (709) 737-8738
Fax: (709) 737-8837
Email: johnw@physics.mun.ca

Consideration of applications will begin **1 October 2005,** and continue until the position is filled.

A Tier II Chair should have demonstrated the potential to achieve international recognition in his or her field in the next five to ten years. Details on the CRC program can be found at www.chairs.gc.ca. For further information about the Canadian Research Chair program at Memorial University, please visit our web site at www.mun.ca/research/chairs.php.

Memorial University is the largest university in Atlantic Canada (www.mun.ca). As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. Memorial University is part of a vigorous, local community which maintains an inventory of available positions for qualified partners. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA CANADA

www.careers.ualberta.ca

Faculty Positions and Assistant Dean Undergraduate Programs Appointment

The Faculty of Nursing at the University of Alberta is expanding its capacity for research and teaching in Canada and internationally. We invite applications from senior academics, who have established programs of research and track records of successful graduate supervision, and new career academics who are seeking opportunities to develop programs of research and teaching expertise. Those appointed as senior academics will be supported by the Faculty to compete for research funds and scholar awards from Alberta Heritage Foundation for Medical Research (AHFMR) and national granting agencies. In addition, and where appropriate, they will have the opportunity to apply for future senior leadership positions within the Faculty. Those appointed as new career academics will be provided with skilled mentoring in teaching and research and have the opportunity to compete for post-doctoral research training support.

The Faculty is seeking to recruit four academics in at least three of our key areas of research excellence: Evidence Based Clinical Practice, Global Health, and Population Health. In particular, we are seeking to appoint academics who have a teaching and research focus in mental health, gerontology, child health, chronic disease management and home care. People with expertise in other areas are also invited to apply. We would particularly welcome applications from people who have a second language (e.g. Spanish or French) as the Faculty of Nursing has a strong program of internationalization and a bilingual undergraduate program. Joint appointments with our clinical and community agencies are also possible.

One particular opportunity exists for a senior academic with strong administrative experience to be appointed as Assistant Dean, Undergraduate Programs. The Assistant Dean will work closely with the Director of Undergraduate Services and the Associate Dean Academic Planning and Programs in the management of all undergraduate programs, and in the resolution of issues affecting undergraduate students. In addition, the Assistant Dean will teach in the undergraduate program, provide academic leadership to Program Coordinators in the planning and delivery of the undergraduate programs, and oversee the establishment of an After-Degree Program at the Augustana Campus.

Appointments can be made at Assistant, Associate or Professor rank, contingent on appropriate experience. Minimally, a Ph.D degree is required. Eligibility to be registered as a nurse in the Province of Alberta is also required for those teaching the nursing curriculum. This competition will remain open until suitable candidates are found. Successful applicants will receive a competitive salary commensurate with their experience and an excellent benefits plan, including relocation assistance.

The University of Alberta is one of the largest full-service, research-intensive universities in Canada, and the Faculty of Nursing is one of the five health science faculties on campus. Interdisciplinary research collaboration is encouraged. For more information please visit our web site at http://www.ualberta.ca.

To apply, send your letter of application, curriculum vitae, and the names of three referees to:

Ms. Elizabeth Hurley or Ms. Pam Sprague
Davies Park
904 Oxford Tower
10235-101 Street
Edmonton, Alberta, Canada T5J 3G1
Fax: (780) 426-2936
E-mail: careers@daviespark.com

Visit the Davies Park website at **www.daviespark.com** for a copy of the Opportunity Profile.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CAREERS CARRIÈRES

will demonstrate the ability to contribute to the Master's and PhD programs in Library and Information Science and to the undergraduate program in Media, Information and Technoculture. Expertise in cataloguing and the organization of information is required. In addition, expertise in one or more of the following areas would be an asset: interface design and usability, archives, digital libraries, health informatics and/or collection development. The Faculty of Information and Media Studies is a vibrant, expanding faculty comprised of some 40 full-time faculty members and about 17 non-academic staff. It currently offers an undergraduate program in Media, Information and Technoculture (MIT) with an enrolment of about 700 students, as well as an MA in Journalism, a Master's and doctoral program in Library and Information Science, and an MA and PhD in Media Studies. The enrolment in the MLIS program is about 200 students, including part-time students; enrolment in the LIS PhD program is about 25. Information about the Faculty and descriptions of its courses are available at http://www.fims.uwo.ca. The University of Western Ontario is a research intensive University of 27,000 full-time equivalent students. Interested candidates are invited to send their curriculum vitae, sample publications, names and addresses of three references, and a cover letter outlining their interest in the position by January 15, 2006 to: Dr. Gloria Leckie, Acting Dean, Faculty of Information and Media Studies, North Campus Building, The University of Western Ontario, London, ON, Canada, N6A 5B7; Phone: (519) 661-3542; Fax: (519) 661-3506. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **LINGUISTICS — University of Alberta.** The Department of Linguistics in the Faculty of Arts at the University of Alberte Invites applications for a tenure-track poeltion as Assistant Professor. To fil this position, we are looking for a candidate in Phonology. We are particularly interested in candidates with expertise in one (preferably more) ol the following areas: laboratory phonology, phonetically grounded phonology, optimality theory, and typology. Qualified candidates should hold a PhD and demonstrate outstanding potential for a research career. Responsibilities will include teaching in both undergraduate and graduate programs, and maintaining an active reseaich program. The Department of Linguistics has a strong commitment to empirical and experimental approaches to linguistic research. Nine full-time, continuing faculty members are currently pursuing research projects in expenmental phonetics, phonology, syntax and semantics of Amenndian languages, bilingual language acquisition and language impairment, cognitive linguistics, corpus linguistics, and the mental lexicon. Moie Information about the Department can be found at www.uolaweb.ualberte.ca/linguistics/. Established in 1908 as a board-governed, public Institution, the University of Alberta has earned the reputation of being one of the best universities in Canada based on our strengths in teaching, research, and services. The University of Alberta serves over 36,000 students in more than 200 undergiaduate programs and 170 graduate programs (www.ualberta.ca/). The Faculty of Arts is the oldest and most diverse faculty on campus, and one of the largest reseaich and teaching centres in western Canada (www.arts.ualberta.ca). The University's main campus is located in Edmonton, the vibrant, cosmopolitan capital of the province of Alberta. The Edmonton metropolten area is the sixth faigest in the country with a population of approiametely one million (www.edmonton.ca). Edmonton is located only a few hours drive from Banff and Jasper National Parks, which offer skiing in winter and excellent hiking and sightseeing in summer. Salary is commensuiate with qualifications and exponence. Applicants should send curriculum vitae, a letter describing their areas of research inte rest, samples of publications, and, if available, a teaching dossier and evaluations of teaching performance to: Di John Newman, Chaii, Department of Linguistics, University of Alberta, Edmonton, AB, Canada, T6G 2E7. Tel: (780) 492-5500; Fax: (780) 492-0806; Email: john.newmen@ualbeita.ca. Applicants must also airange for three letters of leference to be sent to the Chaii. Closing date is November 30 2005. Applications received after that may be considered if the position is not filled. The effective date of employment will be July 1, 2006. All qualified candidates are encouiaged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta lukes on the basis of meuit. We aie committed to the principle of equity in emplovment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Abonginal persons.

Tenure-Track Appointment in Sustainable Energy Engineering

The Department of Engineering Physics at McMaster University invites applications at all tanks for a tenure-track appointment in the area of sustainable energy technology and system engineering. The successful appiicant will be expected to play a leadership role in McMaster's new Centre for Sustainable Energy Systems. This new centre will build upon the university's current research strengths in nuclear engineering, fuel cells, micio gas turbines, thermalhydraulics and other energy engineering fields. Its mandate is to expand upon these activities, with an emphasis on sustainability.

Applicants must have a Ph.D in Engineering, Applied Physics or a closely related discipline. They should have intelest and demonstrated research expertise in technology development and/or systems design, as applied to sustainable energy. In addition to the areas of strength listed above, appropriate research areas include wind and solar energy, advanced combustion, bio-mass, hydrogen, fuel-reforming technologies, energy conservation, and integiated energy systems. The successful applicant will demonstrate a strong commitment to teaching and curriculum development related to sustainable energy. He/she will be expected to teach in the undergraduate Nuclear Engineering and Energy Systems stream of the Department and in our graduate program. The development of a strong, externally funded research program and the ability to relate to industrial practice will be essential. The successful applicant will be required to become registered as a Professional Engineer in the Province of Ontario.

McMaster University is now in the process of establishing the McMaster Innovation Park, which will provide opportunities for engineering scale demonstration projects in energy systems. A demonstrated capability to plan, design and operate such facilities would be an asset. The incumbent will also have an opportunity to participate in the newly established Ontario Centre of Excellence for Energy. For more detailed information on the Departmental activities, please consult our web page at http //engphys mcmaster ca

Applicants should send a letter of application, curriculum vitae, statement of teaching and research interests, a selection of research publications, and the names and addresses of at feast three references to

Dr. Paul Jessop, Chair
Department of Engineering Physics
McMaster University
Hamilton, Ontario, Canada L8S 4L7

This position is available immediately and will remain open until filled. Applications submitted by e-mail will not be accepted

McMaster University
ENGINEERING

All qualified candidates are encouraged to apply; however, Canadian Citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

Dean, Faculty of Management

DALHOUSIE UNIVERSITY
Inspiring Minds

Dalhousie University invites applications and nominations for the position of Dean, Faculty of Management. This is an exciting time for the Faculty and the next Dean. In August 2005, the Faculty moved into the new Kenneth C. Rowe Building, which will be home for its innovative and varied programs.

The University, with about 15,800 students and 11 Faculties, is one of Canada's top research and teaching universities. It is located in Halifax, the largest city in Atlantic Canada, and one that affords its citizens an outstanding quality of life.

The Faculty of Management consists of the Schools of Business Administration, Information Management, Public Administration, and Resource and Environmental Studies. The Faculty has about 1,100 undergraduate and 800 graduate students. The faculty and students are engaged in teaching and research in the broadest context of management. Undergraduate and graduate programs reflect the Faculty's vision of "Management without Borders." There are four Faculty-wide Research Centres: Risk Management, Eco-Efficiency, Entrepreneurship, and Management Informatics. More information about the Faculty of Management can be obtained at **www.management.dal.ca.**

As Dean of the Faculty of Management, the successful candidate will provide academic leadership for management education, research and innovation as they apply to the private, public and not-for-profit sectors. He or she will be a proven leader with an exceptional record of achievement and commitment to excellence in research and teaching, and an entrepreneurial style. A strong public presence, superior communication abilities, and excellent interpersonal skills are required. Candidates should bring a high level of energy, enthusiasm and commitment to the position, be able to lead and manage change, have strong strategic management skills, and expect to leave a significant legacy of personal and institutional accomplishment.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. The successful candidate will begin a five-year renewable term in July 2006. Consideration of candidates will begin in October 2005.

Please respond in confidence with an appropriate covering letter and curriculum vitae, or submit nominations to:

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
dalmanagement@jwasearch.com

Janet Wright & Associates Inc.
Senior-level recruitment for the public and not-for-profit sectors
www.jwasearch.com

JWA

M

■ **MANAGEMENT — Queen's University.** The School of Policy Studies at Queen's University, Kingston, seeks to fill one tenured oi tenure-track position in Public Management or Public Policy beginning July 1, 2006 at the rank of Assistant or Associate Professor. Candidates may have backgrounds in areas such as, but are not restricted to: public or nonprofit management, health care management, law, sociology, environmental studies, economics or political science. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applicants are expected to have completed a PhD (or equivalent) by July 1, 2006 and have an excellent record of high quality research and teaching appiopriate to their stage of career. Relevant experience and/or knowledge of Canadian institutions may be an asset. The successful candidate will teach in the Master of Public Administration program in one or more of such areas as: governance and accountability in public sector management, organizational theory, conflict management, financial management, public finance, quantitative methods, political and institutional analysis or ethics. Candidates should send a letter of application, curriculum vitae, and a copy of up to three refereed publications or other research papers to the address below. They should also airange for three letters of recommendation to be sent under separate cover. Applications received by Decembei 1st, 2005 are assured full consideration. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, abonginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at http://www.queensu.ca/qufa. Please send application materials in paper copy only to: Arthur Sweetman, Chair, Public Management oi Policy Appointments Committee, School oi Policy Studies, Queen's University, Kingston, ON, Canada, K7L 3N6. To learn more about the School of Policy Studies, see http://www.queensu.ca/sps/.

■ **MANAGEMENT — Queen's University.** Please see our classified ads for tenure-track positions in the School of Policy Studies under Psychology and Human Resources Management.

■ **MARKETING — Brock University.** The Faculty of Business, Brock University invites applications for a piobationary tenure track position in Maiketing, Starting July 1, 2006, the rank is open at either the Assistant or Associate Professor level, depondent upon qualifications. The availability of this position is subject to final budgetary approval. Qualifications include a PhD (completed or near completion) and a commitment to excellence in research and teaching. Although all specializations in Marketing will be considered, priority will be given to Advertising/IMC and Consumer Behavioi specialists. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given piiority. Brock University is committed to a positive action policy aimed at reducing gender imbalance. Qualified women candidates are especially encouraged to apply. Brock University is located in the scenic Niagara peninsula minutes from New York State and a one-hou drive from Toronto. A stable manufacturing base in addition to expanding sectors such as wine-making and tourism provides for a dynamic, high growth area with an exceptional range of profeisional and recreational opportunities. The Faculty of Business at Brock University is AACSB accieditod, offering a number of Undergraduate and Masters degree programs, including an MBA, Masters of Accountancy (MAcc), Bachelor of Business Administration (BBA), and a Bachelor of Accounting (BAcc). The undergraduate programs each have a co-op option, and a proposal for a Master of Science (M.Sc.) program is currently under review. There are approximately 65 full-time faculty members. Applications should be submitted along with curriculum vitae and the names and addresses of three referees to: Di. Carman Cullen, Chair, Department of Marketing, Internation Business and Strategy, Faculty of Business, Brock University, St. Catharines, ON, Canada L2S 3A1. E-mail: Carman.Cullen@Brocku.Ca. For moie Information on Brock University, please visit our web site: www.brocku.ca.

■ **MATHEMATICS — Wilfrid Laurier University.** The Department of Mathematics Invites applications for a tenure-track position at the rank of Assistant Professor to begin July 1, 2006, subject to budgetary approval. The appointment may be at a higher rank, and possibly with tenure, depending on qualifications. The successful candidate's pnmary research interest will be in an area of stochastic analysis, supporting the department's programs in financial mathematics and applied mathematics. Applicants should have a PhD, evidence of commitment to and superior ability in teaching, and an active program of research with stiong potential for external funding. For an appointment at a higher level, candidates must have an internationally iecognized research program with a record of attracting external funding. The Mathematics Department is a dynamic part of Launer's Faculty of Science, with leading researchers in many areas including a Tier I Canada Research Chair in Mathematical Modelling. Applicants should submit a curriculum vitae, research plan, copies of recent publications and a teaching dossier (including teaching evaluations), and airange for three letters of reference to be sent to: Di. David C. Vaughan, Chair, Department of Mathematics, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Deadline for applications is October 1, 2005, but applications received after this date may be considered until the position is filled. More information about the Department and its programs may be found at www.wlu.ca/~wwmathy/. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

■ **MATHEMATICS — University of New Brunswick.** The Department oi Mathematics and Statistics at UNB Fredericton has an opening at the level of Instructor. The duties of this position include: Teaching mathematics courses, principally at the first and second year levels with a normal teaching load of seven courses; three courses in each of the fall and winter terms and one in Intersession; Other duties such as High School liaison activities, preparation and administration of the Placement Test administered to incoming students in September, assisting with the activities of the Math Help Centre, and development of computer laboratory and homework materials. In any year, the normal teaching load may be reduced commensurate with the level of other assigned duties. Qualifications: The successful applicant will have a minimum of an MSc in Mathematics or a related field, and relevant teaching experience. Familiarity with mathematical software such as MATLAB would be considered an asset. The position will be full time beginning July 1, 2006. Applications should include full curriculum vitae and applicants should ask three oi more referees to send letters of reference directly to the address below. The names and addresses (including phone and fax numbers and e-mail address) of the referees should be listed in the application. All qualified candidates are encouiaged to apply, however Canadians and pormanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity. Applications should be sent to: Di. Jon Thompson, Chair, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., Canada, E3B 5A3; e-mail dept@math.unb.ca. Fax: 506-453-4705. The deadline for receipt of applications is Tuesday, 15 November, 2005.

■ **MECHANICAL ENGINEERING — University of British Columbia.** The Department of Mechanical Engineering at the University of British Columbia Invites applications for two tenure-track faculty positions. One position is at the Assistant Professor level and the other is at the Assistant or Associate Professor level. The starting date will be July 2006, or as soon as possible thereafter. The successful candidates will hold a PhD degree or equivalent in Mechanical Engineering or a closely related field and will be expected to register as a Professional Engineer in British Columbia. We are particularly interested in candidates with an outstanding research record in control engineering or vibration with an emphasis on the theoretical aspects of these disciplines. Candidates with exposure to the application of these techniques or with an interest in experimentation are particularly encouraged. Candidates are expected to have a strong commitment to teaching excellence. Industrial experience in related areas is an asset. Further information on the department is available at www.mech.ubc.ca, and Information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The positions are subject to final budgetary approval. Applicants should submit a complete curriculum vita (indicate country of citizenship), a statement (1–2 pages) of research and teaching interests, and names and addresses (fax/email included) of four referees to: Professor Nimal Rajapakse, P.Eng., Head, Department of Mechanical Engineering, The University of British Columbia, Vancouver, BC, Canada, V6T 1Z4. The closing date for applications is October 31, 2005. Please do not forwaid applications by e-mail.

■ **MECHANICAL ENGINEERING — University of Waterloo.** The Department of Mechanical Engineering invites applications foi e tenure track position in the aiea of Solid Mechanics, with expertise in Structural Biomechanics, at the Assistant, Associate, or Full Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have expertise in numencal modeling and research interests in musculoskeletal biomechanics with a focus on: constitutive behaiioui of complex biological tissues; the structural interaction of biological tissues and common engineering materials; and/or, theories of traumatic failure in application aieas such as the head, torso, spine and synovial joints. Current research interests in the department aie in the areas of joint replacement implants, impact biomechanics and crashworthiness. Strength in undeigraduate design project supervision, teaching of mechanical design, and colla-

CAREERS CARRIÈRES

boration with other faculty members is considered essential. Applicants must hold a PhD in Mechanical Engineering and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin January 1, 2006 or as soon as possible thereafter. The University encourages applications from all qualified individuals, including women, members of visible minorities, native people, and people with disabilities; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

■ **MECHANICAL ENGINEERING — University of Waterloo.** An exciting and challenging opportunity exists for tenure-track positions at the University of Waterloo in support of a new initiative in Mechatronics Engineering. The University of Waterloo is committed to a significant thrust in Mechatronics in the Department of Mechanical Engineering including the establishment of an undergraduate degree program in Mechatronics Engineering. As part of this thrust, a significant capital expansion is underway, a Tier I Canada Research Chair in Intelligent Mechatronics and Materials Systems has been named, and a Canfie in this area is being created. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and at www.me.uwaterloo.ca. The Department of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position in thermal engineering at the assistant, associate, or full professor rank. This search is part of an ongoing effort in launching the Mechatronics Engineering program, representing an increase in annual intake of 110 students. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program including external funding. The research field is flexible, but must be strongly linked to thermal engineering. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. G.E. Schneider, Chair, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Fax: (519) 888-4350. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **MEDICAL GENETICS — University of Alberta.** The Department of Medical Genetics at the University of Alberta is expanding. We invite applications from exceptionally talented individuals to join our outstanding Department. Applicants should be a clinical geneticist with an interest in inborn errors of metabolism with a significant research interest. Areas of interest in the Department include: human molecular genetics and molecular biology related to inherited disease or relevant animal models, the study of chromosomal structure, complex traits, membrane transport, ocular disease, and developmental pathways. Applicants must have an MD or MD/PhD, and FRCP(C) or equivalent, and be eligible for a license to practice medicine in Alberta. The University of Alberta is one of the major research universities in Canada with over 36,000 students, research funding over $170 million yearly, and more than 400 distinct research laboratories. The University is located in Alberta's capital city of Edmonton, famous for its river valley, vivacious festivals, exceptional cultural facilities, and successful professional and amateur athletes. This appointment is expected to be at the level of Assistant Professor, but a more senior position is possible. Salary will be commensurate with qualifications and experience. Department information is available on: http://www.ualberta.ca/MEDICAL-GENETICS. org. Interested applicants are invited to submit an up-to-date curriculum vitae along with the names of three referees to: Dr. Michael Walter, Associate Professor and Chair, Department of Medical Genetics, 8-39 Medical Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7. The competition will remain open until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MODERN LANGUAGES & CULTURAL STUDIES — University of Alberta.** The Department of Modern Languages and Cultural Studies (MLCS) in the Faculty of Arts at the University of Alberta invites applications for a tenure track position in French Translation at the rank of Assistant Professor. Candidates should hold a PhD and have native or near-native proficiency in French. Qualified candidates will demonstrate familiarity with the field of Translation Studies in general and in particular as it relates to French and Francophone societies, have a demonstrated teaching competence and show potential to carry out a comprehensive research program in Translation Studies. The successful applicant will be willing to establish interdisciplinary links with other colleagues (in French and other languages) in MLCS. Fluency in another language taught in the Department would be an asset. Responsibilities will include teaching in both undergraduate and graduate level programs, and maintaining an active research program. MLCS (www.mlcs.ca) is a highly interdisciplinary department with thirty-eight faculty members. Sixteen languages are taught and literature, culture, applied linguistics, language studies, and folklore are all actively pursued. The Department offers an undergraduate academic certificate in Translation Studies as well as a specialization in Translation Studies at the MA and PhD levels. Established in 1908 as a board-governed, public institution, the University of Alberta has earned the reputation of being one of the best universities in Canada based on our strengths in teaching, research, and services. The University of Alberta serves over 35,000 students in more than 200 undergraduate programs and 170 graduate programs (www.ualberta.ca/). The Faculty of Arts is the oldest and most diverse faculty on campus, and one of the largest research and teaching centres in western Canada (www.arts.ualberta.ca). The University's main campus is located in Edmonton, the vibrant, cosmopolitan capital of the province of Alberta. The Edmonton metropolitan area is the sixth largest in the country with a population of approximately one million (www.edmonton.ca). Edmonton is located only a few hours drive from Banff and Jasper National Parks, which offer skiing in winter and excellent hiking and sightseeing in summer. Salary is commensurate with qualifications and experience. Applicants should send curriculum vitae, a letter of application describing their areas of research and teaching interests and activities, samples of publications, all university transcripts, and, if available, a teaching dossier and evaluations of teaching performance. Applicants must also arrange for three letters of reference to be sent to: Dr. Donald Bruce, Chair, Department of Modern Languages and Cultural Studies, Arts 200, University of Alberta, Edmonton, Alberta, Canada, T6G 2E6. E-mail inquiries may be directed to: dolores.wohland@ualberta.ca; Tel: (780) 492-1997; fax: (780) 492-9106. Closing Date: November 25, 2005. The effective date of employment will be July 1, 2006. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

N

■ **NANOTECHNOLOGY ENGINEERING — University of Waterloo.** The departments of Chemistry, Chemical Engineering and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (http://www.nanotech.uwaterloo.ca). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with emphasis in the areas of nanoelectronics (e.g. quantum structures, molecular electronics), micro/nano instruments (e.g., nanoscale spectrometry, fluidics), nanobiosystems (e.g., nanomedicine, biomaterials), and nanomaterials (e.g., nanocrystals, nano-engineered membranes). The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Office, Nanotechnology Engineering Program, Room: DC 3726, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada; email: nefacultyhiring@nanotech.uwaterloo.ca. With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian Citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. Candidates targeting the Engineering departments are expected to become eligible for Professional Engineering registration in Ontario.

■ **NATIVE STUDIES — Wilfrid Laurier University et Brantford.** Laurier Brantford will be hiring over ten new faculty members on either tenure-track or limited term appointments. All positions will begin July 1, 2006. Please visit our website at www.wlu.ca/brantford for full details on these positions.

■ **NEUROSCIENCE — Montreal Neurological Institute/McGill University.** The Montreal Neurological Institute of McGill University is expanding our program in Developmental Neuroscience related to motor neuron development and disease. We are seeking candidates who will take a major role in leading this effort that currently includes 10 faculty members. The ideal candidate is a creative, accomplished scientist with an established, internationally recognized research program related to spinal cord and/or motor neuron development. An endowed chair has been committed to this effort and individuals at mid-career levels are especially encouraged to apply. The Montreal Neurological Institute and Hospital houses 50 independent research labs that cover the full range of neuroscience from molecular biology to systems and cognitive neuroscience, and brain imaging. We offer highly attractive salary and start-up packages and an exceedingly high quality of life in Montreal, one of North America's greatest and most lively cities. Applicants should have an MD and/or PhD or the equivalent. Please send a letter outlining your current and future research interests, a copy of your CV and the names and addresses of three references to: Chair, Search Committee, Room 636, Montreal Neurological Institute, McGill University, 3801 University St., Montreal, Quebec, H3A 2B4, Canada. Send email inquiries and applications to: facultysearch.mni@mcgill.ca. Application deadline: September 30, 2005. More information can be found at www.mni.mcgill.ca. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ **NURSING — University of British Columbia.** The University of British Columbia School of Nursing is currently inviting applications for tenure-track faculty positions at the rank of Assistant, Associate or Full Professor. UBC was Canada's first university to offer a nursing degree program, and has a proud tradition of excellence in undergraduate and graduate nursing education. We are committed to advanced professional practice, scholarship and research. We offer innovative and exciting baccalaureate, master's and doctoral nursing programs and have active affiliations with a wide variety of clinical practice agency and research partners. UBC is among Canada's top-ranked research-intensive universities, offering programs in a full range of health disciplines and creating a dynamic interdisciplinary scholarly community. Successful applicants will have a doctorate in Nursing or a related discipline (earned or near completion), a Master's degree in Nursing (preferred), and be eligible for registration with the College of Registered Nurses of British Columbia. They will establish and pursue a program of research and scholarship in a substantive field relevant to the discipline of nursing, including but not limited to primary prevention, nursing and health service, or advanced nursing practice across the full spectrum of clinical settings. We also anticipate special funding opportunities within certain targeted fields such as violence and women's health. Successful candidates will demonstrate, or show potential for, excellence in teaching at various levels of the curriculum and supervision of undergraduate and graduate students. Please mail, e-mail or fax your letter of application, accompanied by curriculum vitae and contact information for three references to: Sally Thorne, RN, PhD, Director, School of Nursing, University of British Columbia, T201-2211 Wesbrook Mall, Vancouver, BC, Canada, V6T 2B5; Fax: 604-822-7423; Email: DirectorsOffice@nursing.ubc.ca. The final date for application for these positions will be October 15, 2005. Expected start date for these positions will be January 1, 2006 or July 1, 2006. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply, however, Canadians and permanent residents will be given priority. All positions are subject to final budgetary approval. Further information on the School of Nursing is available at http://www.nursing.ubc.ca and information on the employment environment in the Faculty of Applied Science is available at http://www.apsc.ubc.ca/careers.

■ **NURSING — University of Windsor.** The School of Nursing at the University of Windsor invites applications for a tenure-track faculty position in the area of Leadership and Management, Adult Health, and Maternal and Child Health at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Elaine Duffy, Dean, Faculty of Nursing, University of Windsor, 401 Sunset Ave., Windsor, ON, N9B 3P4; Phone: (519) 253-3000, Ext. 2259; Fax: (519) 973-7084; Email: eduffy@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

UBC

Faculty of Education
The University of British Columbia
www.ubc.ca

Head, Department of Educational Studies

The Faculty of Education at the University of British Columbia invites applications for the position of Head, Department of Educational Studies. The Department is one of four departments in the Faculty of Education. There are 29 full-time faculty and a number of full and part-time sessional instructors. The Department has 400 students enrolled in its doctoral and magistral programs and serves approximately 1,000 students enrolled in the Faculty's teacher education programs.

The Department recognizes education occurs throughout society. It represents a combination of educational disciplines and programs (in Adult and Higher Education, in K–12 Educational Administration and Leadership, and in Society, Culture, and Politics in Education). The Department offers opportunities for the multi-disciplinary study of childhood, critical thinking, adult and nonformal education, First Nations education, educational leadership, gender, international and comparative education, social inclusion and exclusion, critical multiculturalism, youth studies, policy studies, and feminist approaches to social justice in education.

Applicants should have a strong record of scholarship in one of the program areas of the Department and enjoy and be committed to working with a diverse array of people. The successful applicant will be someone who can represent the Department within society and the university. The appointment will be at the rank of Professor and for a 3-year term with the possibility of renewal. The salary is to be negotiated. The appointment will be effective July 1st 2006 or a date agreed upon by the University and the successful applicant, and is subject to final budgetary approval.

The closing date for applications is ***September 30th 2005***.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents will be given priority.

Interested applicants are asked to send a letter of application, including a statement about their commitment to building a convivial learning community, administrative experience, and leadership skills. They should send a recent curriculum vitae. Applicants should arrange to have three letters of reference sent to.

Dr. Rob Tierney, Dean
Faculty of Education, University of British Columbia
2125 Main Mall, Vancouver, B.C., V6T 1Z4
Tel: (604) 822-5211
Fax: (604) 822-6501
E-mail: rob.tierney@ubc.ca

UBC

President and Vice-Chancellor
The University of British Columbia

The University of British Columbia (UBC) invites applications and nominations for the position of President and Vice-Chancellor.

The University of British Columbia is the third largest university in Canada and among the top fifty universities in the world. Established in 1908, UBC is a publicly supported, comprehensive university comprising seventeen faculties on two campuses, eleven schools, and twenty-two centres and institutes. The goal of *Trek 2010* – UBC's strategic vision for the twenty-first century – is to prepare students to become exceptional global citizens, promote the values of a civil and sustainable society, and conduct outstanding research to serve the people of British Columbia, Canada and the world.

UBC now comprises two major campuses, one situated in Vancouver – including sites at Point Grey and four affiliated teaching hospitals – and the other at Kelowna in the Okanagan Valley of British Columbia. At UBC Vancouver the current student population, including graduate students, is over 42,000; there are 2,000 full-time faculty members (over 700 of whom were recruited since the year 2000) and 5,500 non-academic staff. The recently-established UBC Okanagan campus currently has about 200 faculty members and 3,000 undergraduate students. This new campus is expanding rapidly, with over 200 new faculty and 4,500 more students (including 500 graduate students) to be added over the next five years. Construction of additional laboratory and classroom space is underway, and over $250 million in construction is planned for the Okanagan campus. UBC's total expenditures in 2004/2005 were $1.2 billion, including $350 million in sponsored research. The UBC endowment fund surpassed market value of $700 million in 2004/2005. For additional information on UBC and *Trek 2010*, please visit: **www.ubc.ca**.

As Chief Executive Officer, the President and Vice-Chancellor is a member of the Board of Governors, has general supervision over all academic work and is responsible for directing the operation of the University and its business affairs. The President has other powers and duties as may be assigned by the Board of Governors.

The appointment is expected to commence on July 1, 2006 or at a mutually agreed date. Applications or nominations for this position, indicating the qualifications on the basis of which the individual merits consideration, should be submitted in confidence to the address shown below.

UBC hires on the basis of merit and is committed to employment equity. The University encourages all qualified persons to apply.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
ubcpresident@jwasearch.com

Janet Wright & Associates Inc.
Senior-level recruitment for the public and not-for-profit sectors
www.jwasearch.com
JWA

CAREERS CARRIÈRES

O

■ **OCCUPATIONAL THERAPY — Dalhousie University.** Applications are invited for a Probationary Tenure Track position at the Assistant or Associate Professor level beginning January 1, 2006 (pending budgetary approval) in the School of Occupational Therapy, Dalhousie University. Salary will be commensurate with qualifications and experience. The ideal candidate will a PhD, or PhD in progress and be eligible for licensure with the College of Occupational Therapists of Nova Scotia. The position encompasses research, teaching and administration. Proficiency in or readiness to learn distance education methods is essential. Work at Dalhousie University, one of Canada's oldest universities, founded in 1818. The School of Occupational Therapy is situated in Dalhousie's visionary Faculty of Health Professions of 21 health and social professions. The School is committed to a vision that includes social action, dynamic research and innovative teaching in an integrated team environment. The School is poised to admit its first Masters level entry class in 2006. We will continue to offer the highly successful online MSc program in occupational therapy, and we are expanding options for attracting PhD and Post-Doctoral students. Consideration of applications will begin immediately and will continue until the position is filled. Inquiries welcome! Contact the Director at liztownsend@dal.ca. Please submit a letter of interest, a curriculum vitae, confirmation of eligibility for an occupational therapy license in Nova Scotia, names and e-mail addresses of three referees (academic or professional) to: Chair, Appointments Committee, School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5; fax: 902-494-1229, e-mail: occupational.therapy@dal.ca. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The university encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. Subject to budgetary approval.

■ **OPTOMETRY — University of Waterloo.** Applications are being accepted for a full-time, five year definite term lecturer at the School of Optometry, University of Waterloo. We are seeking applicants who have a strong background in ophthalmic dispensing and knowledge of the optometric profession within Canada. The successful applicant will instruct students in applied aspects of ophthalmic optics and dispensing. In addition, the successful candidate will be responsible for heading components of the clinical externship program within Canada, including the strengthening of current contacts and the development of new sites. This may include identifying and preparing proposals for funding opportunities and programs to support the external program. Travel will be required. Eligibility for optometric licensure in Ontario would be an asset. Applicants would ideally be able to take up the position November 1, 2005 or earlier. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent to: Director, School of Optometry, University of Waterloo, Waterloo, Ontario, N2L 3G1. Evaluation of candidates will continue until the position is filled. All qualified individuals are encouraged to apply, including women, members of visible minorities, native people, and persons with disabilities, however, Canadian citizens and permanent residents will be given priority.

■ **ORGANIZATIONAL BEHAVIOUR — University of Toronto at Scarborough.** The Department of Management at the University of Toronto at Scarborough (www.utsc.utoronto.ca/~mgmt/) is recruiting for a tenure stream position at the Assistant Professor level in Organizational Behaviour, Human Resource Management. Duties include undergraduate teaching at the University of Toronto at Scarborough and research. Candidates should have a PhD or equivalent, with evidence of excellence in teaching and research. Candidates should be prepared to make a commitment to building a strong undergraduate program in Management at a suburban campus of the University of Toronto while also participating in the graduate life of the university. The position will begin on July 1, 2006. Interested candidates should send a c.v., evidence of excellence in teaching and research, and should have three referees send letters to Professor Michael Krashinsky, Chair, Department of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON, M1C 1A4. (only hard-copy applications will be accepted). The deadline for applications is October 31, 2005. The University is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

■ **ORGANIZATIONAL BEHAVIOUR — University of Toronto at Scarborough.** The Department of Management at the University of Toronto at Scarborough (www.utsc.utoronto.ca/~mgmt/) is recruiting a Lecturer to teach Organizational Behaviour (micro, macro, management skills). Duties also include participating in the governance of the Department of Management, and a requirement to do pedagogical research. Candidates should have at least a PhD degree in a related area (OB, HRM, I/O Psychology) and provide evidence of excellence in teaching. The position is initially for one year beginning July 1, 2006 and is renewable annually and assessment for promotion to a continuing Senior Lecturer rank may take place in the fifth year. Interested candidates should send a c.v., evidence of excellence in teaching, and should have three referees send letters to Professor Michael Krashinsky, Chair, Department of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON M1C 1A4 (only hard-copy applications will be accepted). The deadline for applications is October 31, 2005. The University is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

■ **ORGANIZATIONAL BEHAVIOUR — University of Waterloo.** The Department of Management Sciences at the University of Waterloo invites applications for a tenure-track/tenured faculty position at the Assistant, Associate or Full Professor level in Organizational Behaviour. We seek an individual with a PhD in Organizational Behaviour, Social Psychology, Industrial/Organizational Psychology, Sociology or related field, who is capable of research, teaching and graduate student supervision related to behaviour in organizations. Experimental or empirical researchers with a strong theoretical foundation and broad research interests are preferred. The Department of Management Sciences is an interdisciplinary group of researchers in the Behavioural Sciences, Economics, Information Systems, and Operations Research located within the Faculty of Engineering. The Department encourages collaboration across disciplines and with colleagues from other departments at the University of Waterloo. Current research by faculty members in Organizational Behaviour ranges from experimental work on decision making, knowledge representation and problem solving, to field studies of organizational innovation, technological change and the implications of information technology in organizations. A complete description of the Department of Management Sciences can be found in the department Web site at: http://www.mansci.uwaterloo.ca/ UW is a Canadian leader in research, and prides itself on close co-operation with industry through its co-op programs, research contracts and technology transfer. The Waterloo region is a major industrial centre, with a burgeoning high-tech sector, including many "spin-off" companies from research at the University of Waterloo. Waterloo offers an ideal living environment, combining the advantages of a small city with easy access to Canada's largest city, Toronto, and to numerous outdoor and indoor recreational activities. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University encourages applications from women, members of visible minorities, native people, and persons with disabilities. Salary will be competitive and commensurate with qualifications and expertise. Please send a detailed Curriculum Vita (including a summary of research and teaching interests), a list of courses taken at the doctoral level (for recent PhDs), one or more unpublished or published research papers, and names and addresses of at least three references to: Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be evaluated as they are received, and will be accepted until the position is filled. Please direct e-mailed applications to: inquiries@management.uwaterloo.ca.

P

■ **PERSONNEL ECONOMICS — Queen's University.** Please see our classified ads for tenure-track positions in the School of Policy Studies under Management and Psychology.

■ **PHARMACOLOGY & THERAPEUTICS — University of British Columbia.** The Therapeutics Initiative and the Department of Pharmacology & Therapeutics (www.ti.ubc.ca) at the University of British Columbia invites applications for a grant-tenure track position at the Assistant/Associate Professor level. Minimum Required Qualifications: Graduate in Medicine with at least 5 years experience in clinical medicine; A Master's degree or higher in Pharmacology; Expert in clinical trial design, conduct and analysis. Expert in critical appraisal of clinical trial reports; Expert in conducting systematic reviews and meta-analysis. This is an exciting opportunity to become the Manager of the Drug Assessment Working Group of the Therapeutics Initiative and to set up an independent research and educational program within the Department of Pharmacology & Therapeutics at UBC. The Therapeutics Initiative is a unique interdisciplinary facility housing scientists from other Departments and Faculties at UBC. Anticipated start date is July 1, 2005. Please submit a CV, a 1–2 page summary of research accomplishments and a 1–2 page perspective on future research plans. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however Canadians and permanent residents will be given priority. Interested applicants should apply by September 22, 2005 to: Dr. J. M. Wright, MD, PhD, FRCPC, Professor, Director, The Therapeutics Initiative, The University of British Columbia, Vancouver, BC, V6T 1Z3, Canada.

■ **PHILOSOPHY — Brandon University.** Brandon University's Department of Philosophy invites applications for two probationary (tenure-track) positions, subject to budget. The preferred qualification for the positions is the PhD, but ABD applicants will also be considered. The Department offers comprehensive coverage of the discipline in the context of three-year and four-year undergraduate programs. The area of research specialization for both positions is open. However, between them, successful candidates will teach in both the history and problems areas of philosophy including, but not restricted to, the following: Introductory Philosophy, Contemporary Analytic Philosophy, Contemporary Continental Philosophy, Epistemology, Philosophy of Science, Symbolic Logic, Early and Late Modern Philosophy, Feminist Philosophy, Applied Ethics, and Philosophy of Religion. Applicants must be able to demonstrate strength in teaching and an established and successful program of research. Salary: Commensurate with qualifications and experience; Start date: 1 August 2006; Deadline for applications: 31 October 2005, or until the positions are filled. Interested candidates should forward their curriculum vitae, the names of three references, a teaching dossier including course evaluations and a representative, peer reviewed publication to: artsdean@brandonu.ca or Dr. Scott Gillis, Dean of Arts, Brandon University, 270-18th Street, Brandon, Manitoba, Canada R7A 6A9. For additional information about Brandon University please visit our web site: www.brandonu.ca The Faculty of Arts has established Classical Studies, Global Studies, Science and Technology, and Women's Studies as areas of priority recruitment. Candidates whose research and/or teaching interests contribute to these areas are particularly encouraged to apply. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Both women and men are encouraged to apply.

■ **PHILOSOPHY — Wilfrid Laurier University at Brantford.** Laurier Brantford will be hiring over ten new faculty members on either tenure-track or limited term appointments. All positions will begin July 1, 2006. Please visit our website at www.wlu.ca/brantford for full details on these positions.

■ **PHILOSOPHY — University of Waterloo.** The University of Waterloo Department of Philosophy invites applications for a tenure track position at the rank of Assistant Professor or possibly at the rank of Associate Professor for a suitably qualified candidate. Applicants are expected to have completed a PhD in Philosophy by the time the appointment commences, some teaching experience, and publications. The AOS is open, with preference for Ethics or Metaphysics and Epistemology (particularly in Philosophy of Mind, Science, Logic and Language). The position will commence on September 1, 2006. Duties include undergraduate teaching, graduate teaching and graduate supervision. The teaching load in the Philosophy Department at Waterloo is 2/2. The closing date for applications is November 30, 2005. Send a curriculum vitae, and a writing sample, and arrange for three letters of reference to be sent to Professor Richard Holmes, Chair, Department of Philosophy, University of Waterloo, 200 University Avenue W., Waterloo, Ontario, N2L 3G1 (Fax: 519 746-3097). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. For further enquiries, call (519) 885-1211, Ext. 2245 (e-mail rholmes@watarts.uwaterloo.ca).

■ **PHILOSOPHY — University of Waterloo.** The University of Waterloo Department of Philosophy invites applications for a open rank position in Metaphysics and Epistemology, with particular interest in Philosophy of Mind, Science, Logic and Language. Junior applicants are expected to have completed a PhD in Philosophy by the time the appointment commences, some teaching experience, and publications. The posi-

www.yorku.ca

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 62,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

The Faculty of Science and Engineering is a progressive, dynamic environment with over 155 faculty members. It has engaged in Teaching and Research activities for over forty years. Further information about the Faculty can be found at **www.science.yorku.ca.**

The start date for all positions is July 1, 2006. All positions at York University are subject to final budgetary approval. Applications for all positions should be addressed to: **Faculty of Science and Engineering, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.**

Faculty of Science and Engineering

TENURE-TRACK & CONTRACTUALLY LIMITED TERM POSITIONS

DEPARTMENT OF CHEMISTRY

Applications are invited for two tenure-track positions, one in **Biological Chemistry or Biochemistry** and one in **Organic Chemistry**, both at the Assistant Professor level. The candidates will have a PhD, post-doctoral experience in those disciplines and an outstanding research record. The candidates' research experience should build on existing research programs in York's Chemistry Department. Information about the Department and its research is found at: **www.chem.yorku.ca/**. Successful candidates will be expected to develop strong, externally-funded research programs and contribute to teaching Chemistry-related courses at undergraduate and graduate levels.

Applicants should send a curriculum vitae, an outline of their research plans and single copies of three publications, along with three signed letters of reference, by **November 1, 2005**, to: **Chair, Search Committee, Chemistry Department.** Please see website for further information.

DEPARTMENT OF BIOLOGY

Applications are invited for two tenure-track positions, one in **Animal Physiology** and one in **Molecular and/or Cell Biology**, both at the Assistant Professor level, and for a three-year contractually limited term appointment in **Biological Sciences**, at the Sessional Assistant Lecturer level. The Biology Department is diverse, research-intensive and well equipped, and seeks to build on research and teaching strengths.

For the **Animal Physiology** position, preference will be given to candidates using integrative approaches to address principles of physiological regulatory mechanisms. For the **Molecular and/or Cell Biology** position, preference will be given to candidates using molecular approaches to understand fundamental questions in any area of biology, with the emphasis being on research excellence.

Further information about the department can be found at: **www.biol.yorku.ca/dept/**. The successful candidates will have a PhD, post-doctoral experience and an outstanding research record, and will be expected to develop a strong, externally-funded research program and contribute to teaching biology-related courses at undergraduate and graduate levels.

For the contractually limited term appointment in **Biological Sciences**, the successful candidate will have a PhD in the Biological Sciences and have demonstrated the ability to effectively teach undergraduate biology students. The Department is seeking a dynamic, engaging lecturer with breadth in Cell and Molecular Biology or a closely related discipline. Experience in outreach and recruiting activities would be an asset. The successful candidate will also be expected to assist in student advising and in the administration of existing and future programs in the Biological Sciences.

Applicants should send a curriculum vitae, an outline of their research plans and single copies of three publications or teaching dossier, along with three signed letters of reference, by **November 1, 2005**, to: **Chair, Search Committee, Biology Department.**

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713**. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority for all positions.

YORK UNIVERSITÉ UNIVERSITY

redefine THE POSSIBLE.

CAREERS CARRIÈRES

tion will commence on September 1, 2006. Duties include undergraduate teaching, graduate teaching and graduate supervision. The teaching load in the Philosophy Department at Waterloo is 2/2. The closing date for applications is November 30, 2005. Send a curriculum vitae, and a writing sample, and arrange for three letters of reference to be sent to Professor Richard Holmes, Chair, Department of Philosophy, University of Waterloo, 200 University Avenue W., Waterloo, Ontario, N2L 3G1 (Fax: 519 746-3097). All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. For further enquiries, call (519) 885-1211, Ext. 2245 (e-mail rholmes@watarts.uwaterloo.ca).

■ **PHILOSOPHY — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of Philosophy in the area of Informal Logic/Argumentation Theory or Social and Political Philosophy at the rank of Professor or Associate Professor commencing July 1, 2006. The advertisement deadline date is November 15, 2005. For a datailed position description visit our website at www.uwindsor.ca/faculty positions. Contact: Dr. Jeff Noonan, Acting Head, Department of Philosophy, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 2317; Fax: 519-971-3681, Email: philos@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **PHILOSOPHY/WOMEN'S STUDIES — University of Waterloo.** The Department of Philosophy and the Women's Studies Program at the University of Waterloo invite applications for a tenured joint appointment at the rank of Associate Professor or a joint probationary (tenure-track) rank open, beginning 1 July 2006. A PhD in Women's Studies or Philosophy, with a clear emphasis on a program of research, and experience in teaching feminist philosophy and interdisciplinary approaches to women's studies at the undergraduate level, are required. Candidates should be prepared to serve as Director of Women's Studies. Interested persons are invited to view the programs' websites at: www.adm.uwaterloo.ca/interdis/women and www.philosophy.uwaterloo.ca. Applicants will demonstrate ability to teach some of the required courses in Women's Studies. The University aims to hire individuals who have demonstrated excellence in teaching, research, and scholarship, and especially those who have well-established research programs. The successful applicant will be expected to develop a continuing research program, and to seek external research funding. New faculty are eligible for funding in support of research and scholarly activities. Applicants should submit a letter of application, an example of their research (preferably published), and a current CV. Applicants should also arrange for three confidential letters of reference to be forwarded to: Ms. Mary Clare, Secretary to the Joint Phil./WS Appointment Committee, PAS Building, Room 3009, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. The review of applications will begin November 1, 2005. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. For more information about the University of Waterloo, please visit our website at www.uwaterloo.ca.

■ **PHYSICS — Carleton University.** Applications are invited for a tenure-track faculty position in medical physics at the rank of Assistant Professor in the Department of Physics at Carleton University, commencing January 1, 2006. An appointment at the Associate Professor level will be considered in the case of exceptional candidates depending on experience. The Department offers a full spectrum of Bachelor's physics programs, the MSc, and the PhD. Most of the research activity is in medical physics and particle physics. The medical physics research group is active in Monte Carlo radiation transport for therapy applications under the direction of a Canada Research Chair, research in ultrasound thermal therapy for brain tumours, and research in x-ray imaging with focus on scatter imaging. The Carleton Magnetic Resonance Facility comprises a 1.9 T small-animal imager and associated facilities. A network of medical physicists has been established across the region via the Ottawa Medical Physics Institute (OMPI) (www.physics.carleton.ca/ompi), comprising physicists at the Ottawa Hospital imaging and cancer services, the Ottawa Heart Institute, Health Canada, the NRC, AECL Chalk River, and other organizations. Adjunct professors from these institutions play a central role in graduate teaching and research project supervision. The ideal candidate for this position will hold a PhD, preferably in medical physics, will have clinical experience, and will have established a research track record in medical physics. Applicants must be committed to effective teaching at both the undergraduate and graduate levels, and will be expected to play a leading role in OMPI, to develop a strong externally-funded research program, and to contribute to graduate and undergraduate research supervision. For further information on the position please contact Prof. Paul Johns, Chair, Department of Physics, Tel: (613) 520-2600 x4317; Email: johns@physics.carleton.ca. This position is subject to final budgetary approval. Consideration of applications will commence August 26, 2005, however, applications will continue to be accepted until the position is filled. Candidates should send their curriculum vitae and a statement of their research and teaching interests, and should arrange for letters from three referees to be sent to: Marilyn Stock, Administrator, College of Natural Sciences, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada; Tel: (613) 520 2600 x3523; Fax: (613) 520 2569; Email: marilyn_stock@carleton.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and people with disabilities. Persons from these groups are encouraged to apply.

■ **PHYSICS — University of Waterloo.** The Department of Physics, University of Waterloo, invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567, Ext. 6831; E-mail: PHYSICS@UWATERLOO.CA. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our WEB page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **PHYSICS — University of Waterloo.** The Department of Physics, University of Waterloo, invites applicants for a tenure-track position at the Assistant Professor level (in exceptional cases an appointment at a higher level is possible) in condensed matter physics, with an emphasis in the area of strongly correlated systems. We are particularly interested in experimentalists that use spectroscopic techniques (NMR, Raman, muSR, neutron, ARPES and inelastic X-ray) as well as theorists with a computational approach to strongly correlated systems. Further information about the Department can be found on our web page: http://www.science.uwaterloo.ca/physics. Applicants must have a PhD degree, a record of strong research accomplishments normally achieved through postdoctoral experience and promise for excellence in teaching. The salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for at least three letters of reference to be sent. Materials should be received by November 20, 2005 and addressed to Prof. Robert Mann, Department Chair, Condensed Matter Physics Search, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567, Ext. 6831, E-mail: physics@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. More than one position may be available depending on our funding situation.

■ **PHYSICS — University of Toronto.** Applications are invited for a postdoctoral Research Associate position in the University of Toronto Experimental High Energy Physics group. The group has active participation in the ATLAS, ZEUS and CDF experiments. The currently advertised position is exclusively associated with ATLAS. Our group is a major participant in the construction, installation and commissioning of the hadronic sections of the ATLAS forward calorimeter. In the coming years the focus will be on the understanding of the performance of the calorimeter system, and preparations for the turn-on of the LHC in 2007. The position is initially for two years with the possibility of extension. For the initial two-year period the successful candidate will be based in Toronto with frequent travel to CERN. Relocation to CERN at some point during the initial phase of LHC running is possible, subject to funding. Candidates should supply a resume, a description of research interests and three letters of reference, to Ms Winnie Kam, Department of Physics, University of Toronto, 60 St. George Street, Toronto, Ontario, M5S 1A7, Canada. For further information send email to krieger@physics.utoronto.ca. The review of applications will begin September 30, but applications will be accepted until the position is filled. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens or permanent residents. Nonetheless, all qualified applicants are encouraged to apply. The University of Toronto strongly encourages applications by women and members of minority and aboriginal groups.

■ **PHYSICS — University of Waterloo.** As part of its ongoing expansion in astrophysics and cosmology, the Department of Physics of the University of Waterloo, invites applicants for one or two positions at the Assistant (tenure-track), Associate, or Full Professor level. The successful candidate will overlap or complement the strengths of the astrophysics group in star formation, extra-galactic astrophysics, and cosmology. The position is open to theorists, particularly those with strengths in computational astrophysics, as well as observers, particularly those involved in instrumentation. The Astrophysics and Gravitation Group at Waterloo consists of 10 faculty members. The University of Waterloo is a member of the SHARCNET consortium for High Performance Computing, faculty members have full access to SHARCNET facilities, which will include several machines in the top 100 list. We also maintain close contacts with the Perimeter Institute for Theoretical Physics. More information about the Physics Department and about the Astrophysics and Gravitation Group can be found at http://www.science.uwaterloo.ca/physics and http://astro.uwaterloo.ca, respectively. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to search@astro.uwaterloo.ca or if this is inconvenient they should be addressed to the Astrophysics Faculty Search Committee, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567 Ext. 6831. Applications received by December 1, 2005 will be given first consideration, however all applications will be considered until the position is filled. We encourage applications from all nationalities. All qualified candidates are encouraged to apply, including women, members of visible minorities, native peoples and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

■ **PHYSICS & ATMOSPHERIC SCIENCE — Dalhousie University.** The Department of Physics & Atmospheric Science, Dalhousie University, seeks a new Chair to lead our young and active Department. Our Chair will encourage and broadly guide our research programs, promote quality teaching, develop new curricula, establish liaisons with external organizations, and effectively administer our academic and financial resources. Our Chair should foster a collegial atmosphere, stimulate new ideas and initiatives, and recruit and retain excellent faculty and students. Our Chair should lead by example; thus, in addition to the qualities and talents needed to administer a research-active department, the Chair should be valued as a good teacher, an excellent researcher, and an effective communicator with faculty, students and university administrators. The position of Chair is for an initial term of up to five years, beginning July 1, 2006. Applicants should have a PhD in Physics or a closely related field, have a strong commitment to teaching and research in one of our areas of emphasis, and be eligible for a tenured appointment at the Associate or Full-Professor level. A strong track record in administration is desirable. The current areas of research emphasis within our Department are materials science, biophysics, condensed matter physics, and atmospheric science. We have appointed ten new faculty members in the last four years. All these new faculty have been successful in securing major CFI funding to initiate their new research programs. Candidates are invited to visit our website at www.physics.dal.ca for more information. Dalhousie, with 17,000 students (3,800 graduate), is one of Canada's leading research and teaching universities. Dalhousie is located in Halifax, the largest city in Atlantic Canada. The city is situated on the scenic Atlantic coast of Nova Scotia and offers an outstanding quality of life. The regional economy is growing rapidly; so two-career couples should find ample opportunities here. Applicants should submit by regular mail or by fax (902-494-5191), a curriculum vitae and outlines of research and teaching interests, and arrange for at least three letters of reference to be sent to: Dean of the Faculty of Science, Life Science Centre, Rm. 829, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4J1. For specific inquiries phone: 902-494-6852 or email physics@dal.ca. The review process will begin November 1, 2005 and applications will be accepted until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible minorities and women.

■ **PHYSIOLOGY & BIOPHYSICS — Dalhousie University.** The Department of Physiology and Biophysics invites applications for a position at the Assistant Professor level available for the 2006 academic year. Qualified candidates will have demonstrated research expertise in cardiovascular physiology, with an emphasis on molecular or cellular research in cardiovascular disease, ischemia/reperfusion injury or stroke, or gene-based approaches to cardiovascular repair. Applicants must have a PhD and/or MD degree, several years of postdoctoral training, excellent communication skills, and a strong record of peer-reviewed publications. The successful candidate will be expected to develop active and synergistic research collaborations with other cardiovascular researchers in both the basic science and clinical departments of the Faculty of Medicine. The candidate is expected to develop an extramurally funded research program and to participate in the teaching mission of the Department. This is a salaried, probationary tenure-track appointment; however, the candidate will be expected to apply for external salary support from appropriate granting agencies. Send letter of application, curriculum vitae, brief description of research experience and interests, teaching experience, and the names of at least three references to: Dr. Paul R. Murphy, Head, Department of Physiology and Biophysics, Faculty of Medicine, Dalhousie University, Sir Charles Tupper Medical Building, 5850 College Street, Halifax, Nova Scotia, B3H 1X5, Canada. Review of applications will begin October 1, 2005 and will continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **PLANNING (URBAN DESIGN) — University of Waterloo.** Applications are invited for an Assistant Professor tenure track position in Urban Design. The successful candidate will have doctoral level planning urban design credentials, a mix of international and North American urban design project experience and demonstrate potential for leadership in developing instructional design programs that include novel approaches to urban design studio instruction (including computer assisted design in urban planning studios.) The candidate should have a record of scholarly output (writing, exhibits, design competitions, etc.) An additional interest in one or more of: heritage, international urban design, development industry economics, or urban ecology is an advantage. The successful candidate will: teach urban design to undergraduate and graduate planning students, supervise graduate student research, and conduct research in urban design related fields. Applicants

UNIVERSITY OF ALBERTA

CHAIR, DEPARTMENT OF ART AND DESIGN

University of Alberta

The University of Alberta, one of Canada's largest research universities, is situated in Edmonton, a metropolitan area of over 1 million with a vibrant artistic community and excellent standard of living. The broad-ranging and dynamic Department of Art and Design offers degrees at the undergraduate and graduate levels in many specializations of the visual arts, and encompasses the FAB Gallery, a Canada Research Chair and a university centre of research excellence in print making. For more information, consult www.ualberta.ca/artdesign/.

The Chair is responsible for the leadership of the Department. The ideal candidate may come from a practice or expertise in any area of visual arts, design or art history, will have strong interpersonal communication skills, and a commitment to excellence in teaching, creative activity and research. She or he will be able to articulate a broad vision of the visual arts as well as a clear operational sense of how all areas of the department can be promoted and their activities supported. Candidates with demonstrated administrative experience will be preferred, and must hold the M.F.A. or Ph.D., along with a distinguished record in university teaching, research and/or creative activity in the Visual Arts. While area of specialization is not a factor in this appointment, the successful candidate will have scholarly or creative track record suitable for appointment at the rank of tenured full professor. Salary is negotiable and will be commensurate with experience.

The University of Alberta hires on the basis of merit. It is committed to the principle of equity in employment. It welcomes diversity and encourages applications from all qualified women and men, including persons with disabilities, members of visible minorities and Aboriginal persons. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

Competition deadline: October 15, 2005.

Should you want to learn more about this unique leadership opportunity, call Libby Dybikowski or Diyet van Leeuwen at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees in confidence, to Provence Consulting Inc., Suite 202, 1555 Marine Drive, West Vancouver, BC, V7V 1H9. Fax (604) 913-8356 or e-mail: search@provenceconsulting.com or apply on-line www.provenceconsulting.com.

PROVENCE FINDS

We will communicate with all who express interest.

CAREERS CARRIÈRES

The University of Western Ontario | Schulich School of Medicine & Dentistry

Dr. Sandy Kirkley Chair in Musculoskeletal Research

The Schulich School of Medicine & Dentistry at The University of Western Ontario invites applications to fill a prestigious endowed chair: the newly established Dr. Sandy Kirkley Chair in Musculoskeletal Research. The Dr. Sandy Kirkley Chair has been established to honor the memory of Dr. Sandy Kirkley, an extraordinary Orthopedic Surgeon, scientist and mentor and will be dedicated to the advancement of research on musculoskeletal health and diseases, particularly related to bones and joints. The Chair will be expected to lead the University's research activities in the area of Musculoskeletal Health, including promotion of the integration of advanced biomedical research centres in the Schulich School of Medicine & Dentistry at The University of Western Ontario and its affiliated research institutions.

The Chair will be the Director of the Sandy Kirkley Research Centre at the London Health Sciences Centre. At the Sandy Kirkley Research Centre, the Kirkley Chair will be expected to facilitate interactions between all groups in London performing Musculoskeletal Research. Current research activities include clinical trials in the fields of sport medicine, arthroplasty, spine, trauma, pediatrics and upper extremity. Basic science research includes studies in computer assisted and image guided surgery, orthopaedic biomechanics, cartilage and implant imaging, and bone and cartilage injury and repair. Many of these activities already have strong interactions with Medical Biophysics, the Robarts Research Institute, the Skeletal Biology Group, the National Research Centre, the UWO Faculty of Engineering, and the Canadian Joint Replacement Registry.

The successful applicant will have access to state-of-the-art core facilities in the London area necessary to support research including CSTAR (Canadian Surgical Technologies & Advanced Robotics), advanced surgical technologies, additional facilities available to the academic community include the London Regional Genomics Centre, a city-wide genomics core research facility which supports high-throughput genome analysis; London Regional Proteomics Centre, providing state-of-the-art structural biology and mass spectrometry analyses; London Regional Innovarium, a network of state-of-the-art animal facilities; and London Regional In Vitro Molecular Imaging Centre, a network of advanced microscopy and molecular imaging facilities.

The successful candidate for the Kirkley Chair will normally be appointed at the rank of Associate Professor or Professor with tenure or continuing appointment in the most appropriate department(s) or School within the Schulich School of Medicine & Dentistry, dependent upon qualifications and experience. Qualified applicants must have a Ph.D., D.D.S., M.D., or equivalent degree and a demonstrated research record.

The successful applicant will be expected to maintain an independent research program and to participate in teaching at the undergraduate and graduate levels.

Consideration of applicants will include an assessment of previous performance, qualifications, including qualifications which go beyond the requirements for the position and experience. Additional information on the Schulich School of Medicine & Dentistry is available at http://www.schulich.uwo.ca.

With a full-time enrollment of about 32,000, The University of Western Ontario graduates students from a full range of academic and professional programs. The university campus is located in London, a city of 340,000, located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". London boasts an international airport, art museums, theatre, music and sport-related recreational activities expected of a larger center (see http://www.goodmovelondon.com/.

Applications will be reviewed beginning **September 30, 2005** until the position is filled. Interested candidates should send a detailed curriculum vitae, a letter of interest, and the names of three references to:

Dean Carol P. Herbert
c/o Carolyn Kudzman
Schulich School of Medicine & Dentistry
The University of Western Ontario, Room HSA111
London, Ontario N6A 5C1

Positions are subject to budget approval. Applicants should have fluent writing and oral communication skills in English. All qualified candidates are encouraged to apply; however Canadian and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families.

McGill

Assistant Professor in Comparative Politics
Department of Political Science

The Department of Political Science invites applications for a tenure-track position at the rank of Assistant Professor in the field of Comparative Politics, with a regional specialization in Europe. The position entails teaching courses, student supervision at the undergraduate and graduate (M.A./PhD) levels, as well as excellence in scholarly research.

Applications should include: a curriculum vitae, university transcripts, three letters of reference, and samples of written work. The file should also include materials pertinent to the teaching skills of the applicant. The appointment is expected to begin August 1, 2006. The search committee will begin reviewing applications on **October 7, 2005** and will continue to do so until a suitable candidate is found.

For more information about the Department and University, visit our web site at: http://www.mcgill.ca/politicalscience/

Please forward supporting materials to:
Professor Christopher Manfredi, Chair
Department of Political Science
McGill University
855 Sherbrooke Street West
Montreal, Quebec, Canada H3A 2T7

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment.

www.mcgill.ca

---

must demonstrate design achievement; and since the School has a doctoral graduate program, a PhD is highly desired (significant professional achievement coupled with awards and/or publishing might be accepted if the individual has masters level credentials.) Applicants should qualify for membership in the Canadian Institute of Planners. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applications must be received in hard copy and will include a letter of application (stating career objectives, approach to learning and teaching, and research goals), a current curriculum vitae, a portfolio of selected recent design work, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application, portfolio, and CV. References will be contacted for those being considered in the second stage of review. Applications will be considered at any time until the position is filled. Send to: Dr. Murray Haight, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1; mehaight@uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies that includes a Department of Environment and Resource Studies, and a Department of Geography. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the Faculty may be found at: http://www.fes.uwaterloo.ca/. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **POLITICAL SCIENCE — Memorial University of Newfoundland.** Please see Memorial University Faculty of Arts display ad for details.

■ **POLITICAL SCIENCE — Wilfrid Laurier University at Brantford.** Laurier Brantford will be hiring over ten new faculty members on either tenure-track or limited term appointments. All positions will begin July 1, 2006. Please visit our website at www.wlu.ca/brantford for full details on these positions.

DALHOUSIE UNIVERSITY
Inspiring Minds

2006 Izaak Walton Killam Postdoctoral Fellowships

Izaak Walton Killam Postdoctoral Fellowships (KPDF) in most fields of study are tenable for up to two years at Dalhousie University, located in Halifax, Nova Scotia, Canada. KPDFs are valued at $40,000 CDN per year plus travel allowance, a one-time $3,000 research grant, and a one-time $1,000 conference travel grant. Applicants must have recently completed a PhD (Jan 2004 or later) at a recognised university and have no current affiliation with Dalhousie University. Applications must be submitted no later than 15-Dec-05. Full details available at:

dalgrad.dal.ca/kpdf

Canada Research Chair in Human Rights & Social Justice

St Thomas is a flourishing liberal arts undergraduate university. Located in the charming capital city of Fredericton, our campus is adjacent to the University of New Brunswick. In keeping with its Catholic heritage, St. Thomas University is primarily concerned with people, ideas and values and defines itself as an institution with a social conscience. The university hosts three nationally recognized research centres: the Third Age Centre, The Atlantic Human Rights Centre, and The Centre for Youth at Risk. St. Thomas University is one of the lead universities for the Atlantic Metropolis which conducts policy-relevant research in the field of immigration. Much of our research is of an interdisciplinary nature.

We invite applications from suitably qualified candidates in any discipline taught at St. Thomas University for the position of Canada Research Chair in Human Rights and Social Justice. Researchers in Humanities, Social Sciences or the professional fields of Education, Social Work, Gerontology or Journalism are encouraged to apply. We seek applicants who are committed to pursuing their own research agendas, collaborating and sharing their expertise with other researchers, and developing interdisciplinary exchanges. The chair will teach one course each year. The successful applicant will have a strong record of research and publications and show potential to facilitate the research of students and colleagues, including colleagues at an early stage in their careers. Expertise in Human Rights and Social Justice and at least one other of the focal areas of research at this university is required. Other focal areas include: Atlantic Canadian Studies, narrative studies, multiculturalism, populations on the margin of Canadian society, and qualitative analysis. For more information about St. Thomas University please see our web-site: http://www.stu.ca. Information about research is available at: http://www.stu.ca/facstaff/facstaff.htm.

A five year Tier Two appointment, that may be renewable for another five years will be recommended for the successful candidate. The successful candidate will be an emerging scholar who has already demonstrated particular research creativity, and a potential to achieve international reputation within the next five to ten years. Salary will depend upon the qualifications and experience of the candidate. A tenure track position may be offered to a suitably qualified external candidate.

Researchers who are interested in this position are encouraged to contact the Chair of the Search Committee, Dr. Rosemary Clews, (506) 452 0461, clews@stu.ca. Applicants should submit a CV, a letter of application which includes a justification for the tier sought, a 6 page proposal for a programme of research for the first 5 years of tenure, and a 100 word summary describing the uniqueness and importance of the proposed research programme. Applicants should arrange to have three letters of reference sent directly to ***Dr. Rosemary Clews, Assistant Vice President (Research), St. Thomas University, Fredericton, New Brunswick, Canada E3B 6G3*** by the closing date of ***September 30th 2005***. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. Interviews will be held during the week beginning October 10th 2005. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, Native persons, members of marginalized ethnic groups, and persons with disabilities.

St. Thomas University
LEADERS IN LIBERAL ARTS

■ **POLITICAL SCIENCE — University of Victoria.** The Department of Political Science at the University of Victoria invites applications from women, persons with disabilities, visible minorities, aboriginal peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Applications or supporting documentation should arrive no later than October 7th, 2005. Applications should be directed to Professor Colin J. Bennett, Chair, Department of Political Science, University of Victoria, P.O. Box 3050, Victoria, BC, Canada, V8W 3P5 (chairpol@uvic.ca). Applications should include: (1) a letter reviewing the candidate's qualifications, experience, research plans, and teaching preferences; (2) a curriculum vitae; (3) a single article-length sample of the candidate's scholarly work; and (4) the name and addresses of three referees who will be contacted by the Department.

■ **POLITICAL SCIENCE — Simon Fraser University.** The Department of Political Science at Simon Fraser University invites applications for a tenure-track position at the rank of Assistant Professor in the area of Political Theory. Applicants with strengths in any aspects of normative Political Theory will be considered. This appointment will begin on September 1, 2006. Applicants should have a completed PhD at the commencement of the appointment, a well-developed research program in normative Political Theory and evidence of potential for excellence in research and teaching. The successful candidate will be expected to teach and supervise students at both the undergraduate and graduate levels. Candidates should forward their applications to Professor David Laycock, Chair, Department of Political Science, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6. Applications are due no later than October 15, 2005 and must include (1) a letter of application outlining the candidate's qualifications (2) the candidate's curriculum vitae (3) one article-length sample of the candidate's scholarly work and (4) the names of three referees, at least one of whom can comment on the candidate's teaching ability. In addition to their scholarly qualifications. If available, other evidence of teaching performance such as course evaluations is welcome. Candidates must contact their referees and have their referees' letters sent directly to the Chair, to be received by October 15. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. Simon Fraser University is committed to the principle of equity in employment and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to approval by the University Board of Governors and final budgetary authorization.

■ **POLITICAL SCIENCE — Dalhousie University.** The Department of Political Science at Dalhousie University invites applications for a tenure stream appointment as Assistant Professor for a position starting July 1st, 2006. The appointment will be in Canadian Public Policy; with a focus on public-policy processes and expertise in elections, elections systems, political participation, interest groups and lobbying. The successful applicant must be capable of teaching an introductory, first-year writing class; advanced and second-year classes on parliamentary government and ethics in politics; and an advanced seminar on interest groups. The candidate must have a PhD or nearly completed PhD. This position is subject to budgetary approval. Deadline for applications is October 14th, 2005. Candidates should submit an application package, including a c.v. and three references letters, and if available, teaching evaluations, to: Chairperson, Department of Political Science, Dalhousie University, Halifax, Nova Scotia, B3H 4H6, Fax: (902) 494-3825. For further information call (902) 494-2396 or e-mail Robert.Boardman@Dal.Ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women. Please note that only candidates being interviewed will be contacted.

■ **POLITICAL SCIENCE — Simon Fraser University.** The Department of Political Science at Simon Fraser University invites applications for a tenure-track position at the rank of Assistant Professor with a primary specialization in Global Political Economy, with secondary interests in International Relations or a related area in Comparative Politics. This appointment will begin on September 1, 2006. Applicants should have a completed PhD at the commencement of the appointment, a well-developed research program in Global Political Economy and a record of research and teaching. The successful applicant will be expected to teach a graduate core course in the Global Political Economy area, as well as undergraduate courses. Candidates should forward their applications to Professor David Laycock, Chair, Department of Political Science, Simon Fraser University, Burnaby, BC, Canada, V5A 1S6. Applications are due no later than September 30, 2005 and must include (1) a letter of application outlining the candidate's qualifications, (2) the candidate's curriculum vitae, (3) one article-length sample of the candidate's scholarly work, and (4) the names of three referees, at least one of whom can comment on the candidate's teaching ability in addition

CAREERS CARRIÈRES

to their scholarly qualifications. If available, other evidence of teaching performance such as course evaluations is welcome. Candidates must contact their referees and have their referees' letters sent directly to the Chair, to be received by September 30. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. Simon Fraser University is committed to the principle of equity in employment and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to approval by the University Board of Governors and final budgetary authorization.

■ **POLITICAL SCIENCE — Brandon University.** The Department of Political Science invites applications for a probationary (tenure-track) position in Canadian politics, subject to budget. The preferred qualification for the position is the PhD, however ABD applicants will also be considered. The successful candidate will have a demonstrated strength in teaching and a record of research. Additionally, he/she must be willing and able to offer a broad range of undergraduate courses in Canadian government and politics, such as federalism, political parties, provincial government, public policy and administration. The ability to teach international relations as it relates to Canada and to world organizations will be considered an asset. Rank and salary: Commensurate with qualifications and experience. Start date: 1 August 2006; Deadline for applications: 6 January 2006 or until the position is filled. Interested candidates should forward their curriculum vitae, the names of three references, a teaching dossier including course evaluations and a sample publication to: Dr. Scott Gillis, gillis@brandonu.ca, Dean of Arts, Brandon University, 270-18th Street, Brandon, Manitoba, R7A 6A9. For additional information about Brandon University please visit our web site: www.brandonu.ca. The Faculty of Arts has established Global Studies as an area of priority recruitment. Candidates whose research and/or teaching interests contribute to this area are particularly encouraged to apply. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

■ **POLITICAL SCIENCE — University of Waterloo.** The University of Waterloo Department of Political Science invites applications for a tenure track appointment at the Assistant Professor level in World Politics, more specifically in the foreign policies of the United States and/or major powers in Europe, in Asia or in Africa. The successful candidate must be capable of teaching second-year world politics lecture courses and senior undergraduate and graduate seminars in aspects of international politics and in conflict and conflict resolution. Candidates must have a PhD and the successful candidate must demonstrate a strong programme of research (publications and grant record) and an excellent teaching record. The appointment is effective July 1, 2006 or when filled. Send the application, c.v., teaching dossier and two or three samples of recent scholarly work to the Chair, Department of Political Science, University of Waterloo, Waterloo, Ontario, N2L 3G1 by October 3, 2005. Make arrangements for three letters of reference to be sent to the Chair by the closing date. The University of Waterloo seeks applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **POLITICS — Queen's University.** Please see our classified ads for tenure-track positions in the School of Policy Studies under Management.

■ **PSYCHOLOGY — Queen's University.** Please see our classified ads for tenure-track positions in the School of Policy Studies under Human Resources Management.

■ **PSYCHOLOGY — Wilfrid Laurier University at Brantford.** Laurier Brantford will be hiring over ten new faculty members on either tenure-track or limited term appointments. All positions will begin July 1, 2006. Please visit our website at www.wlu.ca/brantford for full details on these positions.

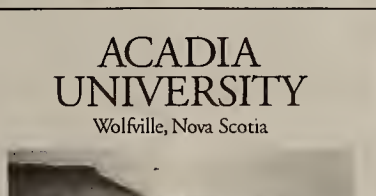
■ **PSYCHOLOGY — Queen's University.** The School of Policy Studies at Queen's University, Kingston, seeks to fill one tenured or tenure-track position in industrial psychology or sociology, personnel economics or industrial relations beginning July 1, 2006. Candidates may have backgrounds in areas such as human resources management, labour law, sociology, psychology, personnel/labour economics, or organizational behavior. The rank is open and all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applicants are expected to have completed a PhD (or equivalent) by July 1, 2006 and have an excellent record of high quality research and teaching appropriate to their stage of career. Relevant experience may be an asset. The successful candidate will teach in the Master of Industrial Relations program in one or more of such areas as: human resource management, organizational development and change, labour or employment law, personnel/labour economics or labour relations. Candidates should send a letter of application, curriculum vitae, and a copy of up to three refereed publications or other research papers to the address below. They should also arrange for three letters of recommendation to be sent under separate cover. Applications received by October 31st, 2005 are assured full consideration. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at http://www.queensu.ca/qufa. Please send application materials in paper copy only to: Arthur Sweetman, Chair, MIR Appointments Committee, School of Policy Studies, Queen's University, Kingston, ON, Canada, K7L 3N6. To learn more about the School of Policy Studies, see http://www.queensu.ca/sps/.

■ **PSYCHOLOGY — Dalhousie University.** The Department of Psychology at Dalhousie University invites applications for a tenure-track appointment at the Assistant Professor level in Clinical Psychology (broadly defined) in our CPA and APA accredited Clinical Psychology Program. Candidates should have a PhD in psychology, preferably with accredited internship experience, and be eligible for registration as a psychologist in Nova Scotia. The successful applicant will have shown a dedication to scholarship, a demonstrated ability to build and maintain a high-quality research program, and an ability to contribute to the training of students in our clinical psychology program. The specific area of research in clinical psychology is of less concern than the excellence of the research and its fit with the department's existing strengths. Current strengths in the department include clinical psychology (including health, forensic, and neuropsychology), developmental psychology, cognitive neuroscience, and behavioural neuroscience. Current faculty members in the clinical program are conducting exciting research in various areas of psychopathology, including depression, pain, early intervention, anxiety, autism, substance abuse, PTSD, impulse control disorders, ADHD, conduct disorder, sleep disorders, psychopathology and psychopathy. Further information about the research activities and courses offered in our department can be found on our website www.dal.ca/psychology. Applications should be submitted by October 15, 2005 to: Dr. Patrick McGrath, Department of Psychology, Dalhousie University, Halifax, Nova Scotia, B3H 4J1, Fax: 902-494-6585; e-mail: patrick.mcgrath@dal.ca. Applications should consist of a letter of intent, a curriculum vitae, copies of publications, a statement of teaching and research interests, and three letters of reference. Feel free to call Dr. McGrath at 902-229-0898 if you need further information. All qualified candidates are encouraged to apply; however, Canadians and permanent resident will be given priority. Dalhousie University is an Employment equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **PSYCHOLOGY — Dalhousie University.** The Department of Psychology at Dalhousie University invites applications for a Senior Instructor position. This is a dedicated teaching position. Applicants can expect to teach the equivalent of nine half-credit courses over a full-year period. Three half credits are associated with teaching the psychology component of the Dalhousie Integrated Science program. This entails preparation and presentation of introductory psychology material, interactive meetings with instructors from other disciplines to coordinate

ACADIA UNIVERSITY

Wolfville, Nova Scotia



Acadia is a stimulating, vibrant environment, an and aff campus, where dedicated faculty inspire and challenge students to be their best. Academic innavation has garnered the university a reputatian far excellence. Our history of providing excellent academic progroms and outstanding student life activities, cambined with aur setting in the university-oriented cammunity af Wolfville an the shares of the Minas Basin, have all cantributed to Acadia being recognized as one af Canada's premier undergraduate universities.

CANADA RESEARCH CHAIR – TIER II Environmental Sciences

Acadia University invites applications for a Tier II Canada Research Chair in the Environmental Sciences (Position #40013). Acadia University has a multi-disciplinary program in Environmental Science and the study of the environment is one of the major unifying research themes at Acadia University, with an initial placement of a CRC Tier I in Environmental Science and a CRC Tier II in Environmental Studies. Acadia offers a multi-disciplinary B Sc. degree program in Environmental Science and a M.Sc. program is under development. Core faculty in this Program, together with others from Biology, Chemistry and Geology, are actively engaged in research with, and teaching to undergraduate and graduate students. The KC Irving Environmental Sciences Centre (http://kcirvingcentre.acadiau.ca) is home to the Environmental Science program and features world class environmental research facilities including 6 phytotrons, growth chambers to simulate climate change, mesocosm benches and a DNA sequencer. Acadia University has just launched its Academy for the Environment, a forum where faculty from across campus work to integrate environmental awareness and solutions into all aspects of university curriculum, research and outreach. The successful applicant will be encouraged to make use of the research facilities in the KC Irving Environmental Sciences Centre and participate in the Academy.

We seek an active researcher with an interest in developing a research program in the areas of biogeochemistry or the effects of climate change. Acadia University has an ongoing strong emphasis in aquatic research and potential to contribute to this focus would be an asset but not a necessity. We wish to enrich our Environmental Science community with a new member of faculty who will contribute to this multidisciplinary Program.

Applications must include curriculum vitae, summary of current research, and, in keeping with the Canada Research Chair guidelines (www.chairs-gc.ca), an outline of an innovative research proposal. Candidates should include the names and addresses, phone numbers, and email addresses of three people who will provide letters of reference. Applications from women scholars are encouraged. The candidate should send the application and arrange to have the three letters of reference sent to:

George Iwama
Dean, Faculty of Pure and Applied Science
Chair, Selection Committee
Acadia University, Wolfville, NS, B4P 2R6
Tel. (902) 585 1472, Fax (902) 585 1637
george.iwama@acadiau.ca

• *The search committee will begin its review of applications on September 30 2005.*

Acadia University incorporates computer technology into the learning process and faculty members have the opportunity to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Acadia University is an Equal Opportunity Employer.

While budgetary approval has been granted for this position, Acadia University reserves the right not to fill this position or to fill this position at a level different from the advertised level or term.

For the most recent information available on faculty positions at Acadia University, please check our website at http://admin.acadiau.ca/faculty/homepage.html.

ACADIA UNIVERSITY

UNIVERSITY OF CALGARY

Assistant Professor, Analytical Chemistry

The **Department of Chemistry** invites applications for a full-time tenure-track position in any area of Analytical Chemistry at the Assistant Professor level. Candidates with research interests in developing new analytical techniques that could contribute to the University of Calgary's focus on energy and the environment through its Institute of Sustainable Energy, Environment and Economy (www.iseee.ca) are particularly encouraged to apply.

We are seeking individuals who can fulfill the Department's commitment to excellence in teaching at both the undergraduate and graduate levels and who have, or will develop, an imaginative and vigorous research program. Applicants must have a PhD degree and postdoctoral research experience, or equivalent. Interested persons should consult the web site of the Alberta Ingenuity Fund (http://www.albertaingenuity.ca/) to learn more about the generous programs to support research that are available to supplement the internally available support that this dynamic department can provide. Although this is an open position, candidates who would be eligible for an NSERC University Faculty Award are encouraged to apply.

The successful candidate will be expected to take up the position on July 1, 2006. Further information about the Department is available at http://www.chem.ucalgary.ca/.

Applicants should submit a curriculum vitae, list of publications, summary of research interests, detailed research proposal and summary of teaching philosophy by **December 1, 2005** to:

Dr. B. A. Keay, Head, Department of Chemistry, at the address below.
Fax: (403) 284-1372. Email: info@chem.ucalgary.ca

Candidates should also arrange for three confidential letters of reference to be mailed directly to the same address by that date. Consideration of applications will begin in early December 2005 for a preferred appointment of July 1, 2006.

Assistant Professor, Environmental Soil Science

The **Department of Geography** invites applications for a tenure-track position as an Assistant Professor in environmental soil science. The Department is seeking expertise in soil physics, soil chemistry or soil ecology. We are particularly interested in individuals with research strengths in any of the following areas: geochemistry, geochemical cycling, geomicrobiology, and physical weathering processes with focus on field, laboratory, and modelling techniques. The successful applicant will complement existing Departmental expertise in geomorphology, hydrology, climatology, ecology, numerical modelling, and remote sensing/Geographic Information Systems. The candidate will be expected to work closely with colleagues in the Faculty of Science engaged in related areas of teaching and research, and may be appointed a Fellow of the Institute for Sustainable Energy, Environment and Economy. The successful candidate also will be expected to establish an independent, externally funded research program at the University of Calgary. Candidates demonstrating a strong research record or a clear promise of excellence in research will be given the highest consideration.

Applicants should hold a PhD degree at the time of appointment. The Geography Department, with 21 faculty members, offers PhD, MSc, MA, MGIS, BSc, and BA degrees. The Department plays a leadership role in, and has strong links with, interdisciplinary undergraduate programs including Environmental Science, Earth Science and Transportation Studies. State-of-the-art research, teaching, computing and analytical facilities are available in the Department. The successful candidate's duties include both undergraduate and graduate teaching (Master's and PhD levels). A demonstrated ability and interest in teaching Geography at the introductory (first year) level would be received favourably; applicants should address this in their letter of application.

Applicants should provide a letter of application that includes a detailed statement of their current and proposed research program and a discussion of their teaching philosophy and interests. A curriculum vitae, evidence of research and teaching ability, including reprints of recent publications, also should be included. The closing date for applications is **January 31, 2006**. Preferred start date for the position is July 1, 2006.

Applicants should arrange to have three letters of reference sent directly to : **Chair, Search Committee**, Department of Geography, at the address below. Fax: (403) 282-6561.

Further information about the Department may be found at: http://www.ucalgary.ca/geog
Please do not respond by email to this advertisement.

Assistant Professor, Philosophy

The **Department of Philosophy** at the University of Calgary invites applications for a tenure-track position at the rank of Assistant Professor. The position will commence, subject to budgetary approval, on July 1, 2006. A PhD or equivalent and a strong research and teaching record are required.

The area of specialization for this position is epistemology. Areas of competence should include logic and philosophy of science.

The successful candidate will develop and co-ordinate a university course on the nature of evidence. This will be a broad-based course covering a range of areas including logic, scientific method, and moral and legal reasoning, and it will use teaching resources from various faculties in the university. The candidate should also have research interests that fit this teaching responsibility. The Department has full MA and PhD programs. Teaching duties include undergraduate and graduate teaching and graduate supervision.

The initial closing date for applications is **Friday, November 25, 2005**.
Applications will be accepted until the position is filled.

Complete dossiers, including a curriculum vitae, at least three letters of reference, postgraduate transcripts, a recent sample of writing, and evidence of teaching effectiveness may be sent to:

Merlette Schnell, Department of Philosophy, at the address below.
Email: schnell@ucalgary.ca

Further information about the Department of Philosophy and the University of Calgary is available on the Internet at www.phil.ucalgary.ca and www.ucalgary.ca. Specific inquiries about this position may be directed to:

Ali Kazmi, Head, Department of Philosophy
Phone: (403) 220-5535. Email: akazmi@ucalgary.ca

University of Calgary, 2500 University Drive N.W., Calgary, AB T2N 1N4 Canada

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Calgary respects, appreciates, and encourages diversity.

To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career

www.ucalgary.ca

CAREERS CARRIÈRES

the program operations, preparation of lab material, and supervision of independent research projects of up to 15 students. The remaining six half credits of required teaching will be drawn from courses in: Introductory Psychology, Introduction to Neuroscience, Drugs and Behaviour and Social Personality Psychology. Applicants must have a PhD in psychology, and have an established record of accomplished teaching experience in the above, or closely related, subject areas. A prior background of experience in collaborative interdisciplinary teaching would be particularly helpful in demonstrating ability to teach the psychology component of the Integrated Science program. Applications should be submitted by Nov. 1 2005 to Dr. Bruce Eaheid, Department of Psychology, Dalhousie University, Halifax, Nova Scotia, B3H 4J1 (Fax: 902-494-6585; email: beahard@dal.ca). Applications should consist of a summary of previous teaching experience, a curriculum vitae, evaluations received in previously taught university courses, and three letters of reference. Although this is a teaching position, participation in research, especially of a collaborative nature, with other faculty members is encouraged. Applicants should also recognize the required complement of courses will vary somewhat from year to year. Effort will be made to keep changes to a minimum, but changes to meet varying departmental needs will occur. Given the heavy departmental emphasis on Neuroscience at Dalhousie, preference will be given to candidates with demonstrable course flexibility in this area. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Dalhousie University is an Employment equity/Affirmative Action employer. The University encourages applications from Aboriginal people, persons with a disability, racially visible persons and women.

■ **PSYCHOLOGY — Carleton University.** Subject to budgetary considerations, the Department of Psychology, Carleton University wishes to make a tenure-track appointment at the level of Assistant or Associate Professor in the area of Forensic Psychology/Psychology and Law, to begin 1 July 2006. The successful candidate must hold a PhD in psychology and have an established program of research together with undergraduate and graduate teaching interests in the area of Forensic Psychology/Psychology and Law. Ability to teach graduate statistics would be an asset in forensic candidates. The Department of Psychology has a strong undergraduate and graduate program in experimental Forensic Psychology; we are a participating department in the interdisciplinary Criminology and Criminal Justice degree program. Further information can be obtained from our website at http://www.carleton.ca/ or by contacting Dr. Joanna Pozzulo at the above address or by email at joanna_pozzulo@carleton.ca. Applicants should send their curriculum vitae, copies of representative publications, and a summary of research objectives and teaching experience and interests to Dr. Mary Gick, Chair, Department of Psychology, Carleton University, 112S Colonel By Drive, Ottawa, Ontario, K1S 5B6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. Carleton University is committed to equality of employment for women, Aboriginal Peoples, visible minorities and persons with disabilities. Interested persons from these groups are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications must be received by November 15, 2005.

■ **PSYCHOLOGY — Queen's University.** A tenure track position at the Assistant Professor level is available starting 1 July 2006 or as soon as possible thereafter, in Developmental Psychology. Applications will be accepted until 29 October 2005, or until the position is filled. For information see our website at http://psyc.queensu.ca/. Applications are invited for faculty positions in child or adolescent development. Within these areas, we will consider candidates with research specializations in any domain of child development (e.g., social, cognitive, perceptual, etc). The successful candidate must hold a PhD in psychology and be able to teach developmental psychology at the undergraduate and graduate levels, supervise undergraduate and graduate students, and present a research program with the potential to link with other strengths within the area, including language, cognitive, and social development, applied developmental science, and developmental cognitive neuroscience. Decisions will be made on the basis of demonstrated research and teaching excellence, complementarity of research interests with existing strengths, and potential for collegial service. Salary will be commensurate with qualifications and experience. The academic staffs at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at http://www.queensu.ca/qufa. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University invites applications from all qualified individuals. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. Please send a letter of application, a curriculum vitae, copies of recent publications, and letters from three referees to Dr. V. L. Quinsey, Head, Department of Psychology, Queen's University, Kingston, Ontario, K7L 3N6; Tel: (613) 533 2492; Fax (613) 533 2499.

■ **PSYCHOLOGY — Brandon University.** Brandon University invites applications for a tenure track position in Child/ Developmental Psychology, subject to budget. Candidates should have, or be near completion of, a PhD in Child/ Developmental Psychology. The duties will include teaching courses in Child Psychology, Introductory Psychology, and other courses as recommended by the Department and the candidate. The successful candidate will be expected to supervise honors research theses and engage in an ongoing program of research. Application Deadline: October 15, 2005 or until position is filled. Start Date: August 1, 2006 or earlier (January preferred) upon availability of successful applicant. Salary and Rank: Commensurate with the successful candidate's qualifications and experience. Please send curriculum vita, transcripts, and the names and e-mail addresses of three referees to: Dean of Science, Brandon University, Brandon, Manitoba, R7A 6A9; sciencedean@brandonu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Victoria.** The Department of Psychology at the University of Victoria invites applications for a tenure-track appointment at the assistant or associate level focusing on adulthood and aging to begin July 1, 2006. Duties will include maintaining a successful program of research (as evidenced by publications and external grant support), teaching and student supervision at the undergraduate and graduate levels, and contributions to the collegiality, reputation, and day-to-day operation of the Department and the University (e.g., collaborative research, curriculum development, committee service). Applicants must have a PhD in lifespan or developmental psychology and evidence of outstanding achievement (senior level) or potential (junior level) in research and teaching. Postdoctoral experience is desirable for candidates at the assistant level. Preferred sub-fields of specialization include cognitive development, personality and social development, or quantitative methods for the study of change. Candidates should be capable of teaching courses in advanced statistical methods. Our aim is to build on our strengths, and therefore, we are seeking applicants whose research interests would enable collaborations with the Lifespan program (www.uvic.ca/psyc/lifespan) or the Clinical Lifespan program (www.uvic.ca/psyc/clinical), and the University of Victoria's Centre on Aging (www.coag.uvic.ca). To apply, send a letter of application (including a statement of research interests, accomplishments, and plans, as well as teaching interests, experience, and objectives) a curriculum vitae (including citizenship status), copies of scholarly publications, available evidence of teaching experience or effectiveness, and contact information for three references to: Aging Search Committee, David F. Hultsch (Chair), Department of Psychology, University of Victoria, PO Box 3050 STN CSC, Victoria, BC, V8W 3P5, Canada. The deadline for applications is December 1, 2005. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY — York University.** Department of Psychology, Faculty of Arts, York University invites applications for three tenure-track appointments at the Assistant Professor level in the following areas: (1) Developmental and Cognitive Processes; (2) History & Theory of Psychology; (3) Systems Neuroscience. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/ecadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **PSYCHOLOGY — University of Waterloo.** The Department of Psychology at the University of Waterloo invites applications for a position in Developmental Psychology at the Associate or tenure-track Assistant Professor level. The successful candidate must have a PhD in Developmental Psychology or related area. We are interested in applicants from all areas of developmental psychology, especially if their research would contribute to the developmental division's focus on children's communication, social cognitive understanding, and language acquisition. We are seeking individuals who have strong research records and commitments to teaching, research, and the supervision of undergraduate and graduate students. Information regarding the department can be found at http://www.psychology.uwaterloo.ca. Information regarding the Waterloo area can be found at http://www.region.waterloo.on.ca. The anticipated start date for the position is July 1, 2006. Review of applications will begin on Nov. 1, 2005 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Developmental Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Waterloo.** The Department of Psychology at the University of Waterloo invites applications for a tenure-track assistant professor in Industrial/ Organizational Psychology. The successful candidate must have a PhD in I/O Psychology or equivalent field, and a demonstrated record of published research. Candidates with expertise in either Personnel or Organizational Psychology will be considered. Responsibilities will include undergraduate and graduate teaching, graduate student supervision, and the conduct of an ongoing research program. This position constitutes an expansion of the graduate program in I/O Psychology. Information about the I/O program and the Department of Psychology can be found at http://www.psychology.uwaterloo.ca. The anticipated start date for the position is July 1, 2006. Review of applications will begin on November 15th, 2005 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: I/O Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from

---

University Archivist

Queen's University

Queen's University at Kingston

Queen's University invites applications and nominations for the position of University Archivist. Located in Kingston, Ontario, Queen's University is one of Canada's pre-eminent universities known for the quality of its academic and research programs and its excellent students and faculty.

A long archival tradition exists at Queen's University. Dating from the time that the first archival document was presented to Queen's in 1869, to the present with facilities that now include 7000 metres of holdings, spacious public areas for consultation and research, a modern conservation lab, an archival records processing area and large storage vaults.

As affirmed in its mission statement, "the Archives undertakes its activities to maintain at Queen's University an archival resource of national, provincial, and regional significance, to prevent the destruction or loss of culturally important records, and to support teaching, research and outreach at Queen's University". In addition to this traditional role, the University Archivist is responsible for a comprehensive system of records management to ensure a lasting and reflective "corporate memory" of Queen's University. Further information about the University Archives may be found at http://archives.queensu.ca/.

The University Archivist, reporting to the Vice-Principal (Academic), provides leadership for the overall operation and administration of the Archives and its programs. The position will be of interest to highly motivated individuals who wish to play a unique role in Canadian scholarship at one of Canada's leading universities. Preferred candidates will have comprehensive knowledge of the Archives field, a record of successful experience in the area of archives administration, as well as an advanced university degree with research experience. The appointment is for a renewable, five-year term.

Letters of application accompanied by curriculum vitae and the names of three referees should be directed to:

Dr. Patrick Deane, Vice-Principal (Academic)
Office of the Vice-Principal (Academic)
Room 239, Richardson Hall
Queen's University, Kingston, Ontario K7L 3N6

Review of applications will begin in August 2005.

Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

McGill

Canada Research Chair (Tier I) in Behavioural Health
Department of Psychology

The Department of Psychology at McGill University seeks applicants for a Canada Research Chair (Tier I) in the area of behavioural health. Applicants should have an international reputation in research related to the development and maintenance of health related behavior, and have demonstrated excellence in teaching. Specific research areas of interest include, but are not limited to, treatment adherence, motivation toward behavioural rehabilitation, and the study of interactions between patients and health-care professionals. It is expected that the incumbent will participate in the development of inter-disciplinary health research and clinical training in the McGill University Hospital Centre. The primary appointment will be at the senior associate or full professor level in the Department of Psychology, Faculty of Science, and it is anticipated that the candidate will hold a cross-appointment in the Department of Medicine of the M.U.H.C.

Review of applications will begin immediately. Applicants should present evidence of a record of significant, externally-funded research productivity and excellence in undergraduate and graduate teaching. Applicants should arrange for three confidential letters of recommendation to be sent to the address below.

A curriculum vitae, description of current and proposed areas of research, selected reprints of published or in-press research articles, a description of areas of teaching competency, interest, and approaches, and other relevant material, should also be sent to:

Behavioural Health Search Committee
Department of Psychology
McGill University
1205 Dr. Penfield Avenue
Montreal, Quebec, Canada H3A 1B1

All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. McGill University is committed to equity in employment

www.mcgill.ca

University of Saskatchewan
Faculty Positions
College of Nursing

The University of Saskatchewan, College of Nursing invites applications for tenure-track and limited-term faculty positions based in Prince Albert with a starting date of July 1, 2006. These University of Saskatchewan positions will be situated within the facilities of the **First Nations University of Canada in Prince Albert.**

Qualifications

Ideal candidates will have a doctoral degree, with at least one degree in nursing, and must be eligible for nurse registration in Saskatchewan. Candidates with a doctoral degree in progress are expected to complete the degree prior to consideration of tenure. Preference will be given to candidates with a funded program of research/scholarship. Masters preparation is required for limited-term positions. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Academic Setting

The College of Nursing is one of six health science colleges at the University of Saskatchewan offering unique opportunities for interdisciplinary research and practice. The College offers a four-year baccalaureate program, the Nursing Education Program of Saskatchewan (NEPS), in Saskatoon, Regina, and Prince Albert in collaboration with the Saskatchewan Institute of Applied Science and Technology (SIAST) and the First Nations University of Canada. The College also offers a baccalaureate program for diploma-prepared nurses and a Master of Nursing (MN) program. An advanced nursing practice program in mental health (MN) is expected to commence in 2006–07 and a PhD program is being planned. A successful recruitment and retention program serves Aboriginal students in nursing programs. Areas of research focus include primary health care, public health, rural/remote, Aboriginal, forensic, and mental health. Planning for a new interprofessional health sciences facility is well underway. A 1.5 hour drive north of Saskatoon, Prince Albert is the 3rd largest city in Saskatchewan. It is located in the broad valley of the North Saskatchewan River near the geographical center of the province where the agricultural prairie of the south and the rich forest belt of the north meet. Prince Albert functions as a service, retail, and distribution centre for northern Saskatchewan's resource industries — mining, forestry, and agriculture. A well-developed highway system links Prince Albert with surrounding areas.

Responsibilities

Faculty teach in the graduate and undergraduate programs and participate in scholarly work (research and/or professional practice). To view additional information on the College of Nursing, please visit our website at www.usask.ca/nursing/.

Remuneration

Ranks and salary will be commensurate with experience. There is an excellent benefits plan and research start-up support for new faculty. Positions are subject to final budgetary approval.

Employment Equity

The University of Saskatchewan is committed to the principles of employment equity and encourages applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

How to Apply

Applicants are invited to send a curriculum vitae and the names of three references to: **Professor Joan Sawatzky, Acting Dean, College of Nursing, University of Saskatchewan, A102 Health Sciences Building, 107 Wiggins Road, Saskatoon, SK, Canada, S7N 5E5.** Closing date for applications is **November 1st, 2005.**

CAREERS CARRIÈRES

all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Waterloo.** The Department of Psychology at the University of Waterloo is recruiting an outstanding scholar to fill a Tier II Canada Research Chair (CRC) in the area of Clinical Psychology. Applications are invited for this tenure-track position at the Assistant to Associate level in our CPA and APA accredited Clinical Psychology Training Program. To be eligible for a Tier II position, candidates must be early career scholars of outstanding achievement, acknowledged by their peers as having the potential to become world leaders in their research areas. Information about the CRC program can be found at http://www.chairs.gc.ca/ Chair candidates should have a PhD from an accredited clinical psychology program, an approved internship, and should be registered or eligible for registration with the Ontario College of Psychologists. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research work, and commitment to an ongoing research program. These research programs can be in any area of Clinical Psychology provided that they have a strong, theory-driven, research investment that will be attractive to graduate students. Information about the Clinical Program and the Psychology Department can be found at: http://www.psychology.uwaterloo.ca. The anticipated starting date for the position is July 1, 2006. Review of applications will begin in September and continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Windsor.** The University of Windsor invites applications for a tenure-track faculty position in the Department of Psychology in the area of Clinical Neuropsychology at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Shefagh Towson, Head, Department of Psychology, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, Ext. 2215, Fax: 519.973.7021, Email: towson@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **PSYCHOLOGY — The University of Winnipeg.** The Department of Psychology at the University of Winnipeg invites applications for a tenure track position at the Assistant rank. Applications from all substantive areas of Psychology will be considered, although preference will be given to the areas of Biopsychology and Developmental Psychology. Applicants must be committed to teaching and have a demonstrated record of research productivity. Recent appointments to the Department have either arrived with grant funding or made successful applications in their first year. Subject to budgetary approval, the appointment will be effective July 1, 2006. Salary will be commensurate with qualifications and experience. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada. The closing date for applications is November 1, 2005. Applications, in the form of a curriculum vitae, three letters of reference, and representative reprints should be sent to Dr. Hinton Bradbury, Chair, Department of Psychology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9.

■ **PSYCHOLOGY — University of Toronto at Mississauga.** The Department of Psychology, invites applications for a tenure-track position at the level of Assistant or Associate Professor, beginning July 1, 2006. We are seeking someone who conducts experimental research related to perceptual or cognitive aspects of human communication (verbal or nonverbal) and/or its development. Applicants should show evidence of excellence in research and teaching. The successful candidate will be expected to maintain an active, externally funded program of research and to contribute to the education and training of undergraduate and graduate students. Salary will be commensurate with qualifications and experience. The successful applicant will be part of the Human Communication Research Group at the University of Toronto at Mississauga, which is housed in a newly-constructed, state-of-the-art research facility. The University of Toronto at Mississauga (UTM), one of three campuses of the University of Toronto, is located in the City of Mississauga, on the western border of Toronto, approximately 20 km from Toronto's Civic Centre. The campus is currently in a growth phase (50% expansion over a 10 year period), and has excellent laboratory facilities. The Psychology Department at UTM has three research clusters: Human Communication (Cognition, Perception), Adjustment and Well Being (Social, Personality, Abnormal), and Behavioural Genetics and Developmental Neurobiology. Please see our website: http://www.utm.utoronto.ca for further details. Interested applicants should submit a curriculum vitae, statement of research and teaching interests, and copies of representative publications to Dr. Alison Fleming, Chair, Department of Psychology, University of Toronto at Mississauga, Mississauga, Ontario, Canada L5L 1C6. Three letters of recommendation should also be sent to Dr. Fleming. On October 30, 2005 we will begin to consider candidates with completed files. The University of Toronto offers the opportunity to conduct research, teach and live in one of the most diverse and cosmopolitan areas in the world. UTM is a research-intensive institution with a multicultural student body. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority.

■ **PSYCHOLOGY/KINESIOLOGY — University of Waterloo.** The Department of Kinesiology at the University of Waterloo invites applications at the Assistant/Associate Professor level in the area of Social Psychology and Physical Activity. Successful candidates are expected to have a strong portfolio of scholarly research, publication, and effective teaching. In addition to advancing a personal research program, candidates will be expected to work as part of a multidisciplinary team engaged in research on health promotion and the prevention of illness or injury. Opportunities for this research exist not only within the Department but also within the Faculty of Applied Health Sciences and its multiple health research centres. We welcome social and behavioural science applicants from all health promotion and injury/disease prevention fields such as kinesiology, social and preventive medicine, public health, behavioural medicine, social science and medicine, and ergonomics. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement, and houses the only undergraduate program in Ergonomics in Canada. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hinng committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 by November 30, 2005 or by Fax: 519-746-6776 or E-mail: mcgill@healthy.uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities

---

McGill

Two Assistant Professors
School of Communication Sciences & Disorders

The School of Communication Sciences and Disorders at McGill University in Montreal invites applications for two tenure-track positions at the rank of Assistant Professor. These are excellent career opportunities to join a dynamic department at an outstanding research university.

Required qualifications include a Ph.D. in Communication Sciences and Disorders or related field, evidence of scholarly excellence, including the potential to obtain external funding, and commitment to quality teaching. For one of the positions, preference will be given to applicants with expertise in developmental language disorders. For the other position, preference will be given to applicants with expertise in other domains related to speech and hearing disorders.

Duties include teaching of M.Sc./Ph.D. students in Speech-Language Pathology and research supervision of M.Sc./Ph.D. students in Communication Sciences and Disorders. Salary commensurate with qualifications and experience. The start date is Fall, 2006

To apply, send your curriculum vitae, a short statement of research and teaching interests, and copies of representative publications to:

Search Committee
c/o Dr. Elin Thordardottir
School of Communication Sciences and Disorders
McGill University
1266 Pine Avenue West
Montreal, Quebec, Canada, H3G 1A8
E-mail: elin.thordardottir@mcgill.ca

In addition, please arrange for three letters of recommendation to be sent directly to the search committee. The application deadline is **01 December, 2005**

All qualified candidates are encouraged to apply, however Canadians and permanent residents of Canada will be given priority in accordance with Canadian Immigration requirements. McGill University is committed to equity in employment

www.mcgill.ca

Canada Research Chair Tier I
Social Sciences and Humanities Research

Lakehead University is a comprehensive university of 7,400 students and 1,600 faculty and staff. With seven faculties, we are also the West Campus of the Northern Ontario School of Medicine.

The Canada Research Chairs (CRC) Program was established by the Government of Canada to foster world-class centres of research excellence in the global, knowledge-based economy. Lakehead University is seeking to fill one Social Sciences and Humanities Research (SSHRC) Tier I Chair beginning in Fall 2006. We invite CRC applications and nominations within the following strategic research areas: Aboriginal Studies, Health, Society and Culture, Resource-based Competitiveness and the Environment, and High Technology. **Applications from all areas of the humanities and social sciences are welcome; however, applications proposing an interdisciplinary research approach are preferred.** For additional details regarding the strategic research areas, interested candidates are directed to Lakehead University's CRC Strategic Research Plan at www.lakeheadu.ca/~researchwww. Tier I candidates must be acknowledged by their peers as being leaders in their research fields.

Lakehead University is located at the head of the Great Lakes in Thunder Bay, Ontario, Canada, and offers a comprehensive array of programs in the Social Sciences, Humanities, Arts, Sciences, Business, Education, Engineering, Forestry, Kinesiology, Medicine, Nursing, Social Work, and Outdoor Recreation. A significant mandate of the University is to serve the vast region of Northwestern Ontario and the Aboriginal community through on-campus and community-based programming, part-time studies, and distance education. Lakehead University is a national and international institution and a large proportion of its students come from outside the region.

www.lakeheadu.ca | www.thunderbay.ca

OPPORTUNITIES BY THE BAY

On the shores of majestic Lake Superior, our lively city offers all-season recreational activities, scenic wonders, and a wealth of amenities and cultural events. A superior opportunity in the 'city by the bay' awaits you!

Applications and nominations including a curriculum vitae, five year research plan, and three confidential letters of recommendation sent under separate cover by the candidate's referees should be forwarded to: **Dr. Rui Wang, Vice-President Research, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, Canada P7B 5E1 Fax: (807) 346-7748 e-mail: jpellizz@lakeheadu.ca**

Review of applications will begin on **November 1, 2005.**

Please note that all positions are subject to review and final approval by the CRC Secretariat in Ottawa. For additional information on the CRC Program, please visit the program website at **www.chairs.gc.ca**

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. We are committed to employment equity, welcome diversity in the workplace, and encourage applications from all qualified applicants including women, visible minorities, Aboriginal persons, and persons with disabilities. The Canada Research Chairs Program imposes no restrictions on nominees with regard to nationality or country of residence

Lakehead
UNIVERSITY

Western

The University of Western Ontario

Academic Vacancies 2006–2007
Department of Economics

The Department of Economics, Faculty of Social Science, invites applications for positions as outlined below. Unless otherwise specified, these appointments are effective July 1, 2006 but alternate starting dates may be arranged. Applicants should specify if they are applying for limited term, probationary (tenure track) or tenured positions. General information about The University of Western Ontario can be found at http://communications.uwo.ca/western/about.html. Information about the Department of Economics can be found at http://www.ssc.uwo.ca/economics/.

Professor
Candidates must be scholars of international reputation and good teachers. Outstanding candidates in any area of Economics will be considered seriously. Appointments at the rank of full Professor will be made with tenure from the outset. Duties include undergraduate and graduate teaching, research, supervision of graduate students, and some administrative duties.

Assistant and Associate Professors
At the Assistant level, consideration will be given to applicants with a PhD (or expected in 2006), or equivalent qualification, who are expected to establish themselves as good teachers and recognized scholars. Field of specialization, within Economics, is not of decisive importance, and outstanding candidates in any area will be considered. Candidates at the Associate level must be scholars of international reputation and good teachers. These are tenure track and limited-term positions. Appointments at the rank of Associate Professor may be made with tenure from the outset. Duties include undergraduate and graduate teaching, research, supervision of graduate students, and some administrative duties.

Lecturer
Work towards PhD or equivalent qualification desirable, but MA's or equivalent qualification considered. Excellence in teaching is required. These are limited-term positions, and initial appointments may be made for periods of not less than twelve months and not more than five years. Duties of Lecturers include teaching various undergraduate courses in Economics, (including Principles of Economics, plus some administrative service. Full-time salary floor $42,411 (as of June 30, 2006).

* * * * *

Interested applicants should forward their curriculum vitae and at least three letters of reference sent to the:

Chair, Department of Economics
The University of Western Ontario
London, Ontario, Canada, N6A 5C2

Positions are subject to budget approval.

Closing date for receipt of applications is **November 15, 2005**

Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

CAREERS CARRIÈRES

R

■ **RELIGION — St. Michael's College University of Toronto.** Christianity and Culture is a college-based, non-departmental, undergraduate program of the Faculty of Arts and Science at the University of Toronto. It is based at St. Michael's College, a Catholic College federated with the University. The Program is dedicated to a multi-disciplinary study of Christianity, its traditions, self-understanding, and interaction with world culture. The Program invites applications for a University of Toronto tenure-stream position at the level of Assistant Professor in the area of Christianity and Science, commencing July 1, 2006. Undergraduate teaching responsibilities will include providing courses in one or more of the following areas: Christianity and Science, Faith and Physics, Christianity and the Life Sciences, Christianity and New Technologies, and a course in the candidate's own field of expertise. Teaching load will be 2.5 full-year courses (including graduate instruction). Graduate teaching and supervision will be based in the Institute for the History and Philosophy of Science and Technology, in which the position holder will be a member and will hold tenure, if it is granted. Research expectations are commensurate with those of a research-intensive university. Moreover, the appointment includes an expectation of full membership in College life. The successful applicant will have a doctoral degree in one of the following areas: the theology of science or technology, the history or philosophy of science or technology, a scientific discipline, or an equivalent area of study. The successful candidate will also have demonstrated or have the potential for excellence in research and teaching, and knowledge and appreciation of the traditions of Catholic life and thought. Salary to be commensurate with qualifications and experience. Please submit an application and arrange for three letters of reference to be sent to Professor Mark G. McGowan, Office of the Principal, St. Michael's College, 81 St. Mary Street, Toronto, M5S 1J4 by October 1, 2005. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

■ **RELIGION — University of Toronto.** Applications are invited for a tenure stream position, Assistant Professor, located jointly in the Department for the Study of Religion (60%) and the Department of Near and Middle Eastern Civilizations (40%), University of Toronto. PhD, excellent record of research and publication, and excellence in teaching required. Major area of specialization should be Modern Islam. We are seeking a scholar whose research strengths include one or more of the following areas: Modern Islamic Intellectual History, Islam in the Contemporary World, Women in Islam, Trans-National Islam. Candidates should have expertise in the methodological study of religion, and in the relevant source languages, including Arabic. Ability to teach an introductory course in the major religious traditions will be an asset. The successful candidate will teach undergraduate and graduate courses in both Departments on the St. George campus (totaling two courses per semester). Salary commensurate with qualifications and experience. Applicants should submit a letter of application, curriculum vitae and evidence of teaching effectiveness, and arrange for three letters of reference to be sent to Professor James DiCenso, Chair, Department for the Study of Religion, 123 St. George St., University of Toronto, Toronto, Ontario, M5S 2E8. Applications should be received by October 3, 2005. Candidates invited for an interview will be asked to send samples of their published work. The appointment will be effective July 1, 2006. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **RELIGION — University of Toronto.** Applications are invited for a tenure stream position, Assistant Professor, located jointly in the Department for the Study of Religion (60%) and the Department of East Asian Studies (40%). PhD, excellent record of research and publication, and excellence in teaching required. Major area of specialization should be East Asian Buddhism, time period open. Candidates should have demonstrated expertise in one or more areas of research methodology. Expertise in the relevant source languages is essential. The successful candidate will teach undergraduate and graduate courses in both Departments on the St. George (downtown) campus, totaling two courses per semester, and will be expected to contribute to a developing doctoral program in Buddhist Studies within the Centre for the Study of Religion. Salary commensurate with qualifications and experience. Applicants should submit a letter of application, curriculum vitae and evidence of teaching effectiveness, and arrange for three letters of reference to be sent to Professor James DiCenso, Chair, Department for the Study of Religion, 123 St. George St., University of Toronto, Toronto, Ontario, M5S 2E8. Applications should be received by Tuesday October 11, 2005. Candidates invited for an interview will be asked to send samples of their published work. The appointment will be effective July 1, 2006. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **RELIGIOUS STUDIES — University of Winnipeg.** The Department of Religious Studies at the University of Winnipeg invites applications for a tenure track appointment in the area of Islam. The appointment will be made at the rank of Assistant or Associate Professor, depending on qualifications, and will commence on July 1, 2006. Applicants should possess a PhD or be near completion. Applicants should be able to offer courses in the following areas: Quran, classical and contemporary Islam, women in Islam. The capacity to teach a course in classical Arabic would be an asset. As well, a secondary teaching area would be an asset. The successful candidate will have flexibility in defining his or her component of our course offerings. While the University of Winnipeg is a primarily undergraduate university, our department participates in a Joint Masters Program with the Department of Religion at the University of Manitoba. A letter of application, complete curriculum vitae, three letters of reference, one writing sample, and evidence of teaching proficiency should be sent to: Dr. Paul Bramadat, Chair of the Search Committee, Department of Religious Studies, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, Canada, R3B 2E9; 204-786-9427; p.bramadat@uwinnipeg.ca. All inquiries should be directed to Professor Bramadat. The closing date for receipt of applications is October 28th, 2005. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada.

■ **RELIGIOUS STUDIES — The University of Winnipeg.** The Department of Religious Studies at the University of Winnipeg invites applications for a tenure track appointment in the area of Islam. The appointment will be made at the rank of Assistant or Associate Professor, depending on qualifications, and will commence on July 1, 2006. Applicants should possess a PhD or be near completion. Applicants should be able to offer courses in the following areas: Quran, classical and contemporary Islam, women in Islam. The capacity to teach a course in classical Arabic would be an asset. As well, a secondary teaching area would be an asset. The successful candidate will have flexibility in defining his or her component of our course offerings. While the University of Winnipeg is a primarily undergraduate university, our department participates in a Joint Masters Program with the Department of Religion at the University of Manitoba. A letter of application, complete curriculum vitae, three letters of reference, one writing sample, and evidence of teaching proficiency should be sent to: Dr. Paul Bramadat, Chair of the Search Committee, Department of Religious Studies, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, Canada, R3B 2E9; 204-786-9427; p.bramadat@uwinnipeg.ca. All inquiries should be directed to Professor Bramadat. The closing date for receipt of applications is October 28th, 2005. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada. The closing date for receipt of applications is October 28th, 2005. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada.

■ **RUSSIAN STUDIES — Dalhousie University.** The Dalhousie University Department of Russian Studies seeks applications for a tenure-stream appointment at the Lecturer/Assistant Professor level in Modern Russian Culture and Literature, to commence July 1, 2006. This position is subject to budgetary approval. Applicants should have a PhD or PhD in hand, with native or native-equivalent knowledge of Russian and English, the ability to teach Russian at all undergraduate levels, and a demonstrated potential for a strong research profile. Subsidiary specialization in Russian art, music, philosophy and/or Russian Orthodoxy would be an asset. The successful candidate will possess strong organizational and administrative skills and will participate in the teaching and administrative responsibilities of our Intensive Russian Studies Programme in Saint Petersburg. A curriculum vitae and letters of recommendation from three referees should be submitted to the chair of the Search Committee: Dr. Judith Sidler, c/o Department of Russian Studies, Dalhousie University, Halifax, Nova Scotia, B3H 3J5, Canada. The deadline for receipt of applications is October 14, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

S

■ **SCHOOL PSYCHOLOGY — University of British Columbia.** The Department of Educational and Counselling Psychology, and Special Education at the University of British Columbia invites applications for an assistant professor tenure track appointment in School Psychology. Strong preference will be given to individuals with research and teaching expertise in academic and social-emotional intervention with school age children and youth, problem solving approaches to linking assessment and intervention services, a focus on systems-level change (in school and community settings) and/or linking systems of care to address the diverse needs of school-aged children and youth. The successful applicant will have experience in practicum and research supervision and have a strong commitment to research and training in School Psychology. The appointment will be effective July 1, 2006 or as soon as it is filled, and is subject to final budgetary approval. Applicants for this position will have a doctoral degree in School Psychology preferably from an APA or other nationally accredited program or from a major research university; evidence of research and scholarly achievement; and experience and commitment to excellence in teaching. Preference will be given to candidates who have completed an APA/APPIC internship and would be eligible for registration with the British Columbia College of Psychologists. The successful candidate will be expected to pursue an active program of research, seek research grant funding, provide clinical and research supervision of masters and doctoral students, and pursue registry as a psychologist in British Columbia. UBC offers the only School Psychology program in British Columbia enrolling approximately 15 PhD and 35 MA and MEd degree students. There are five program areas in the Department including Counselling Psychology; Development Learning and Culture; School Psychology; Special Education; and Measurement, Evaluation and Research Methodology. About 400 graduate students, including 95 PhD students are enrolled in the Department. The Department has strong ties to the schools, community, and governmental agencies as well as the Faculty of Education's Psychoeducational Research and Training Centre, and has an outstanding record of both student and faculty research funding. The University of British Columbia holds an international reputation for excellence in advanced research and learning. The UBC campus is an attractive environment in which to work where snow-capped mountains meet ocean, with breathtaking vistas around every corner. Vancouver is located on the west coast of Canada and is widely considered one of the most beautiful cities in North America. The greater Vancouver area is culturally and linguistically diverse; consistently rated as one of the most livable cities in the world with a variety of cultural, intellectual, and recreational opportunities. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply, however, priority will be given to Canadian citizens and permanent residents. Salary and rank are commensurate with the candidate's background and experience. Applicants should send a cover letter, current vita, statement of research interests, a sample of recently published work, and the names of three references together with their addresses, phone numbers and email addresses. The closing date for applications is October 15, 2005. Questions regarding the position should be directed to: Laune Ford, PhD Chair, School Psychology Search Committee. Telephone number: 604-822-0091; Email: laune.ford@ubc.ca. Applications should be directed to: Kyla Stopps, Administrative Assistant — School Psychology Search, Educational and Counselling Psychology, and Special Education, Faculty of Education, University of British Columbia, 2125 Main Mall, Vancouver BC, Canada, V6T 1Z4; kyla.stopps@ubc.ca.

■ **SCIENCE EDUCATION (PHYSICS & CHEMISTRY) — University of Windsor.** The University of Windsor, Faculty of Education, invites applications for a tenure-track position in Science Education — Physics and Chemistry

---

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Executive Director

The Department of Sociology in the Faculty of Arts at the University of Alberta invites applications for a tenure-track position as Executive Director for the Population Research Laboratory (PRL). The Executive Director will be expected to develop an independent research program, actively seek research grants and contracts, coordinate faculty research efforts, mentor graduate students and post-doctoral fellows, develop a strategic vision and provide administrative leadership in the PRL. The successful candidate will have demonstrated leadership and success in obtaining grants and publishing in the social/health sciences and should exhibit a commitment to interdisciplinary research. The successful candidate will have a PhD and qualifications sufficient to merit promotion to the Full Professor rank following a probationary period.

Established in 1966, the PRL is a centre for social science survey research with ten full-time staff and up to 100 part-time/casual employees with the Executive Director as the academic head and chief administer of this research unit. The centre has extensive experience in conducting research in the areas of social policy, health, population, education and public opinion. Our clients and partners include academic researchers, university administrators, government departments and agencies, regional *health authorities, professional associations and* non-government organizations. Additional information about the PRL can be found at www.uofaweb.ualberta.ca/prl/

Applicants should submit a letter of intent, curriculum vitae and arrange for three confidential letters of reference to:

Dr. RA Sydie
Professor and Chair
Department of Sociology
S-21 Henry Marshall Tory Building
University of Alberta
Edmonton, Alberta Canada T6G 2H4
Fax: (780) 492-7195
E-mail: rsydie@ualberta.ca

Deadline: November 18, 2005

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

---

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 1,200 faculty and staff, and an operating budget of $112 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We value diversity in the workplace.

FACULTY OF ARTS

DEPARTMENT HEAD POSITIONS (TENURE-TRACK)
In the Department of Political Science and in the School of Journalism
www.uregina.ca/hr/recruitment.html

TENURE-TRACK POSITIONS
In the Departments of History, Justice Studies, and Psychology, and in the School of Journalism
www.uregina.ca/hr/recruitment.html

TERM POSITIONS
In the Departments of English, Geography, and Religious Studies
www.uregina.ca/hr/recruitment.html

For more details on the University of Regina please visit www.uregina.ca

UNIVERSITY OF REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

CAPE BRETON UNIVERSITY

DEAN OF BUSINESS

Cape Breton University (CBU) invites applications and nominations for the position of the Dean of Business.

CBU supports more than 3300 learners and their communities to achieve educational, cultural and economic success. With tailored learning outcomes, responsive programming, accessible faculty and research and work opportunities, CBU takes a truly innovative approach to the delivery of post secondary education.

The Dean of Business reports directly to the Vice-President (Academic), providing leadership and promoting the interest of the School of Business both within CBU and in the broader business community. The Dean is responsible for management and development of national and international articulation agreements and other partnerships. The Dean will work cooperatively to facilitate the transfer of innovation knowledge from the university to the community for the purposes of economic diversification and commercialization.

The successful candidate will have the necessary vision to advance teaching and research in the School, building on its progressive curriculum in the areas of Business Administration and Management. To support this vision, the ideal candidate will be an educator and scholar and will have strong links with the business community; distinguished academic credentials with appropriate administrative experience to be able to foster excellence in teaching and research; strong interpersonal skills to be an effective leader and a capacity to interact positively with other units; a flexible and open style of administration that encourages communication and consensual problem-solving, balanced with the ability to make timely and reasonable decisions; and a commitment to joining higher education with community, economic, social and cultural development activity (pursuits for which CBU is recognized internationally as a leader).

Consideration of applications will begin in November 2005 for an initial appointment to be made July 1, 2006. Applications including a brief statement of interest and a complete curriculum vitae should be sent in confidence to the Dean of Business Selection Committee, c/o Director of Human Resources.

CBU is an equal opportunity employer.

Cape Breton University
PO Box 5300, 1250 Grand Lake Road
Sydney, NS, B1P 6L2
Tel: (902) 563-1158 Fax: (902) 563-1458
E-mail: *humanresources@ns.aliantzinc.ca*
Website: http://www.capebretonu.ca

CAREERS CARRIÈRES

at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, Ontario N9B 3P4; Tel: 519.253.3000, Ext. 3801; Fax: 519.971.3612; E-mail: progers@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **SOCIAL WORK — University of Windsor.** The University of Windsor invites applications for two tenure-track positions at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. G. Brent Angell, Director, School of Social Work, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4; Phone: (519) 973-7056, ext. 3067; Fax. (519) 973-7036; E-mail: angell@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **SOCIOLOGY — University of Windsor.** The University of Windsor invites applications for a tenure-track faculty position in the Department of Sociology and Anthropology in the area of Theory at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Chair, Appointments Committee, Department of Sociology and Anthropology, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4; Tel: 519-253-3000, Ext. 2190; Fax: 519-971-3621; Email: lphillip@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **SOCIOLOGY — University of Victoria.** The Department of Sociology invites applications for a tenure-track position at the rank of Assistant Professor. The position will start July 1, 2006. The Department seeks to hire in the area of social theory. The successful candidate will have demonstrated expertise in classical sociological theory and its history and in contemporary social theory. The successful candidate will be expected to teach classical and contemporary sociological theory at the undergraduate and graduate level, and should be willing to participate in the interdisciplinary Cultural, Social and Political Thought (CSPT) program at the University of Victoria. Candidates should have an active research program in social theory and be able to demonstrate a commitment to excellence in teaching. A completed PhD in Sociology or Applied Sociology with an expected completion date no later than the start date of the position is expected. The Department welcomes applicants from a diversity of theoretical perspectives. Applicants should include a covering letter, curriculum vitae, evidence of teaching ability and one article-length sample of research writing. Applicants should also provide the names and addresses (including email) of three referees and should ask these referees to send their letters directly to the Chair no later than the application deadline given below. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements Canadians and permanent residents will be given priority. Applications should arrive no later than October 9, 2005. Address correspondence to: Chair, Department of Sociology, University of Victoria, P.O. Box 3050, Victoria, BC, V8W 3P5. The Department's Web address is http://web.uvic.ca/soci

■ **SOCIOLOGY — King's University College at The University of Western Ontario.** King's University College at The University of Western Ontario, a Catholic Liberal Arts College, follows the broad intellectual Catholic tradition of social justice and the free and open pursuit of truth. The College invites applications for a probationary, tenure-track, position at the rank of Assistant Professor, effective July 1, 2006, subject to budgetary approval. Candidates should have a strong research record and be capable of teaching in at least two of the following areas: including theory, criminal justice, conflict, globalization, work/labour markets and/or popular culture. The successful candidate will be expected to have a PhD in Sociology, with evidence of strong teaching and research abilities. Applications, including a curriculum vitae, sample publications, and the names of three references should be sent to Professor Don Kerr, Chair, Department of Sociology, King's University College, 266 Epworth Avenue, London, Ontario, N6A 2M3 by December 7, 2005. Salary will be commensurate with qualifications and experience. Sponsored by the Roman Catholic Diocese of London, King's University College is an equal opportunity employer. The College is committed to advancing the Catholic intellectual tradition and welcomes faculty and students from all faiths and backgrounds. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. The Sociology Department's website is at: http://www.uwo.ca/kings/academic_programs/departments/sociology.

■ **SOCIOLOGY — Memorial University of Newfoundland.** Department of Sociology, Memorial University, invites applications for a tenure track position at the Assistant Professor level commencing July 1, 2006. Please see the display ad for the Faculty of Arts, Memorial University, in this edition.

■ **SOCIOLOGY — Dalhousie University.** The Department of Sociology and Social Anthropology, Dalhousie University is seeking a sociologist, at the rank of Lecturer/Assistant Professor, for a tenure stream position with research and teaching interests in critical and theoretically informed analysis of health, illness and health care in Canada, subject to budgetary approval. Desirable areas of specialization include: health policy analysis; political economy of health care; health occupations and professions; biomedical science and technology; gender and health; social and cultural determinants of health; risk and health; and/or health and moral regulation. Given the opportunities and support at Dalhousie for health research, the candidate should have strong research interests and experience with various sociological methodologies. It would also be desirable if candidates had an interest in the joint disciplinary nature and work of the Department. Applicants should possess a PhD degree in Sociology or be near completion. They should have experience in university-level teaching and have an active research agenda. Applicants should send a letter of application, an up-to-date curriculum vitae, evidence of teaching competence and a writing sample and should arrange to have three letters of recommendation sent to: Dr. Christopher Murphy, Chair, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia, B3H 4P9. The deadline for receipt of applications is October 14, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with disability, racially visible persons and women.

■ **SOCIOLOGY — Queen's University.** Please see our classified ads for tenure-track positions in the School of Policy Studies under Psychology, Human Resources Management and Management.

■ **SOCIOLOGY — University of Toronto.** The Department of Sociology, the University of Toronto (St. George campus downtown), invites applications for a full-time tenure stream appointment at the Assistant Professor level with primary interest in Social Networks, starting July 1, 2006. The Department of Sociology has a graduate and research specialization in the sociology of social networks. Applicants should have a graduate-level background in Sociology, and either have a PhD or will have finished the PhD at time of appointment. All variants of network analysis will be considered. We welcome any additional research and teaching interests that can contribute to our diverse department. Skills and teaching interests in qualitative methods, quantitative methods, or theory are especially encouraged. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. The University of Toronto offers the opportunity to teach, conduct research, and live in a diverse urban area with a strong international presence. The deadline for submission of applications is October 14, 2005. Send applications with current Curriculum Vitae, samples of publications and writing, and evidence of teaching ability and experience to: Chair, Search Committee in Social Networks, Department of Sociology, University of Toronto, Toronto, Ontario, Canada M5S 2J4. Applicants should ask three referees to send letters of recommendation under separate cover. Faxes of letters of recommendation are accepted at 416-978-3963, but must be followed by hard copies.

■ **SOCIOLOGY — University of Toronto.** The Department of Sociology, the University of Toronto (St. George campus downtown), invites applications for a full-time tenure stream appointment at the Assistant Professor level with primary interest in Gender and Sexuality, starting July 1, 2006. The position allows for a broad range of perspectives, with a central focus on the intersection of gender and sexuality, including the study of sexual identity, sexual behavior, or sexual orientation. The successful candidate will also have the opportunity to teach one course in the inter-disciplinary undergraduate program in Sexual Diversity Studies at the University of Toronto. Secondary interests are open, but excellent candidates with specific skills and teaching interests in qualitative or quantitative methods are welcome. Applicants must have a PhD by the time of appointment and graduate training in sociology. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. The University of Toronto offers the opportunity to teach, conduct research, and live in a diverse urban area with a strong international presence. The deadline for submission of applications is October 10, 2005. Send applications with current Curriculum Vitae, samples of publications and writing, and evidence of teaching ability and experience. Applicants should ask three referees to send letters of recommendation under separate cover. Faxes of letters of recommendation are accepted at 416-978-3963, but must be followed by hard copies. Correspondence should be sent to: Chair, Search Committee for Gender and Sexuality, Department of Sociology, University of Toronto, 725 Spadina Avenue, Toronto, Ontario, Canada, M5S 2J4.

■ **SOCIOLOGY — University of Toronto.** The Department of Sociology, the University of Toronto (St. George campus downtown), and the Centre for Research in Inner City Health, St. Michael's Hospital, invite applications for a full-time tenure stream appointment at the Assistant Professor level with primary interest in Health and Mental Health, starting July 1, 2006. This position is a 60% appointment in Sociology, and a 40% appointment in the Centre for Research in Inner City Health, under the direction of Dr. Patricia O'Campo. The Department of Sociology has a graduate specialization in the sociology of health and mental health; the Centre for Research in Inner City Health specializes in the study of disadvantaged and marginalized populations. Applicants should have a graduate-level background in Sociology, and either have a PhD or will have finished the PhD at time of appointment. The successful candidate will teach one course in the undergraduate inter-disciplinary Health Studies program, as well as in Sociology. The Health Studies teaching commitment is likely to be in one of the following areas: statistics, methods, or epidemiology and population health. We are seeking applicants with strong secondary interests in cognate areas of sociology. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. The University of Toronto offers the opportunity to teach, conduct research, and live in a diverse urban area with a strong international presence. The deadline for submission of applications is October 31, 2005. Send applications with current Curriculum Vitae, samples of publications and writing, and evidence of teaching ability and experience to: Chair, Search Committee in Health and Mental Health, Department of Sociology, University of Toronto, Toronto, Ontario, Canada M5S 2J4. Applicants should ask three referees to send letters of recommendation under separate cover. Faxes of letters of recommendation are accepted at 416-978-3963, but must be followed by hard copies.

■ **SOCIOLOGY — Wilfrid Laurier University at Brantford.** Laurier Brantford will be hiring over ten new faculty members on either tenure-track or limited term appointments. All positions will begin July 1, 2006. Please visit our website at www.wluca/brantford for full details on these positions.

■ **SOCIOLOGY — University of British Columbia.** The University of British Columbia, Department of Anthropology and Sociology invites applications for an Assistant Professor of Sociology (tenure track) with special expertise in the area of Law, Crime, and Society, effective July 1, 2006. The position is subject to final budgetary approval. A PhD as well as evidence of a significant research record and of a commitment to excellence in teaching are required. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Inquiries and applications, including three letters of reference (sent under separate cover), curriculum vitae, a sample of written work, and a summary of current and future research and teaching interests, must be received by October 28, 2005 and addressed to Dr. David Pokotylo, Head, Department of Anthropology and Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, BC, Canada, V6T 1Z1.

■ **SOCIOLOGY — University of British Columbia.** The University of British Columbia, Department of Anthropology and Sociology invites applications for an Assistant Professor of Sociology (tenure track) with special expertise in the area of Race and Ethnicity, effective July 1, 2006. The position is subject to final budgetary approval. A PhD as well as evidence of a significant research record and of a commitment to excellence in teaching are required. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Inquires and applications, including three letters of reference (sent under separate cover), curriculum vitae, a sample of written work, and a summary of current and future research and teaching interests, must be received by October 28, 2005 and addressed to Dr. David Pokotylo, Head, Department of Anthropology and Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, BC, Canada, V6T 1Z1.

■ **SOCIOLOGY — University of British Columbia.** The University of British Columbia, Department of Anthropology and Sociology invites applications for an Assistant Professor of Sociology (tenure track) with special expertise in the area of Health, Illness and Society, effective July 1, 2006. The position is subject to final budgetary approval. A PhD as well as evidence of a significant research record and of a commitment to excellence in teaching are required. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent

The departments and programs in the Faculty of Humanities at the University of Victoria share a common purpose: a commitment to the critical understanding of human thought, culture and society as they develop in time. Inspired by a passion for rigorous and comprehensive research, our 150 regular faculty members in ten departments prepare students intellectually for the challenges and opportunities found in all areas of life. We are engaged in work that is recognized as the foundation of the life of the mind, indispensable to the growth and development of the society within which the university exists.

The Faculty's programs include a full range of undergraduate and graduate programs as well as diploma offerings, and there is a strong commitment to multidisciplinary research and teaching. Annually, the Faculty awards some 450 undergraduate and graduate degrees and we have over 10,000 alumni worldwide. Many of our students are involved in Co-op work terms providing experiential learning, and all students enjoy the intimacy of the diverse, welcoming learning community that a mid-size university like the University of Victoria offers.

Faculty members in the University of Victoria's Faculty of Humanities focus on the understanding of ourselves, of our heritage and of our place in the world in the larger context of human history and cultural diversity. And we do so in one of the most exhilarating places imaginable: Victoria ranks as one of the most pleasant cities on the planet, with Canada's most moderate climate, spectacular nature at its doorstep and a dynamic cultural environment.

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University.

All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

University of Victoria

Faculty of Humanities

Full-Time Faculty Positions

DEPARTMENT OF ENGLISH

- Tenure-track Assistant Professor in Modern Canadian Literature.
- Tenure-track Assistant Professor in Medieval Literature, specifically Middle English Literature (with additional expertise in Old English or the History of the English Language being valuable).
- Tenure-track Assistant Professor in Postcolonial Literature, specifically in African and/or Caribbean Literature in English.
- Regular faculty position at the rank of Senior Instructor with primary duty of teaching writing and literature courses at first-year and higher levels, ideally with experience in teaching on-line.

Application deadline for all positions: October 31, 2005.

Full position descriptions and application details may be found via the link at: **http://humanities.uvic.ca/careers/**

Further information on the department may be found at: **http://www.engl.uvic.ca/**

All appointments will commence 1 July 2006.

DEPARTMENT OF GERMANIC AND RUSSIAN STUDIES

- Tenure-track Assistant Professor in Germanic Studies with a focus on second-language acquisition or language pedagogy or applied linguistics.

Application deadline: October 31, 2005.

Full position description and application details may be found via the link at: **http://humanities.uvic.ca/careers/**

Further information on the department may be found at: **http://web.uvic.ca/geru/**

DEPARTMENT OF LINGUISTICS

- Tenure-track Assistant Professor in applied linguistics with specialization in second language research and pedagogy and an ESL/EFL concentration.

Application deadline: September 20, 2005

- Tenure-track Assistant Professor in acoustic phonetics with a focus on acoustic speech analysis, phonetic theory, and phonological theory.

Application deadline: December 15, 2005.

Full position descriptions and application details may be found via the link at: **http://humanities.uvic.ca/careers/**

Further information on the department may be found at: **http://web.uvic.ca/ling/**

DEPARTMENT OF PACIFIC AND ASIAN STUDIES

- Tenure-track Assistant Professor in Japan area studies with a focus in history or contemporary society
- Tenure-track Assistant Professor in Southeast Asian area studies with a focus in history or contemporary society

Application deadline for both positions November 15, 2005.

Full position descriptions and application details may be found via the link at: **http://humanities.uvic.ca/careers/**

Further information on the department may be found at: **http://web.uvic.ca/pacificasia/**

DEPARTMENT OF PHILOSOPHY

- Tenure-track Assistant Professor in contemporary epistemology in the analytic tradition.

Application deadline: November 1, 2005

- Tenure-track Assistant Professor in logic, philosophical logic or related subjects.

Application deadline: December 1, 2005.

Full position descriptions and application details may be found via the link at: **http://humanities.uvic.ca/careers/**

Further information on the department may be found at: **http://web.uvic.ca/philosophy/**

CAREERS CARRIÈRES

residents will be given priority. Inquiries and applications, including three letters of reference (sent under separate cover), curriculum vitae, a sample of written work, and a summary of current and future research and teaching interests, must be received by October 28, 2005 and addressed to Dr. David Pokotylo, Head, Department of Anthropology and Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, BC, Canada, V6T 1Z1.

■ **SOCIOLOGY, FAMILY STUDIES — University of Guelph.** The Community-University Research Alliance on Father Involvement (www.fira.uoguelph.ca) at the University of Guelph invites applications for a postdoctoral fellowship. Applicants must possess a PhD in a suitable discipline such as Sociology, Psychology or Family Studies — interdisciplinary PhDs will be considered. The appointment has a start date in early 2006 (negotiable) and is for 12 months. It may be renewable depending on funding. An opportunity to teach may be available. The value of the award (which may include a research grant component) is competitive with other national post-doctoral award programs. The FIRA CURA is funded by the Social Sciences and Humanities Research Council of Canada. Selection of the successful applicant will be based on their academic ability, relevant interest and experience, referees' evaluations and a short interview. The closing date for application is September 30, 2005 or until a suitable candidate is found. To apply, please send a cv, an outline of current research, and arrange for 2 letters of reference to be sent directly to Dr. Kerry Daly, Director, Father Involvement Research Alliance (SSHRC CURA Program), Department of Family Relations and Applied Nutrition, University of Guelph, Guelph, Ontario, N1G 2W1.

■ **SPANISH — The University of British Columbia.** Applications are invited for a tenure-track position at the Assistant Professor level to commence July 1, 2006, subject to final budgetary approval. Duties include teaching Spanish language courses at all levels, developing graduate courses on language acquisition theory and practice, and participating in the ongoing curriculum review of undergraduate courses in Romance languages. The successful candidate will also be involved in the supervision and training of teaching assistants. A completed PhD in Spanish Linguistics (Language Pedagogy or Second-Language Acquisition) is required. Candidates must have native or near-native fluency in Spanish, preferably with an excellent command of French and/or Italian, and will demonstrate a solid record of publications and successful teaching. They are expected to establish a strong research career and will have a thorough understanding of computer-assisted language learning. We seek outstanding candidates who will complement existing strengths and interests within the Department and foster collaboration with the Faculty of Education. Applicants should send a current curriculum vitae and a sample of their publications, and should also arrange for three letters of reference to be sent directly to: Dr. André Lamontagne, Head, Department of French, Hispanic and Italian Studies, The University of British Columbia, 797-1873 East Mall, Vancouver, B.C., Canada, V6T 1Z1. Phone: 604-822-5746 / Fax: 604-822-6675; E-mail: fhis-head@mail.arts.ubc.ca. Completed applications must be received by November 15, 2005. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **STATISTICAL & ACTUARIAL SCIENCES — The University of Western Ontario.** The Department of Statistical and Actuarial Sciences invites applications for two probationary (tenure-track) positions to commence on July 1, 2006. The first is a position in actuarial science at the Assistant Professor level, and the second is a position in actuarial science or statistics at the Assistant or Associate Professor level (tenure-track or tenured). For the latter position, highest priority will be given to candidates with an excellent publication record in actuarial science, bioinformatics, or financial mathematics. A PhD degree and demonstrated potential for excellence in teaching and research in actuarial science or statistics are required for both positions. The successful candidates will be expected to teach in both the undergraduate and graduate programs, supervise graduate students and establish independent research programs. Please submit a curriculum vitae and arrange for at least three letters of reference to be sent directly to: Professor Bruce L. Jones, Chair, Department of Statistical and Actuarial Sciences, The University of Western Ontario, WSC 262-1151 Richmond Street, London, Ontario, Canada, N6A 5B7. The deadline for receipt of applications is January 15, 2006. Positions are subject to budget approval. Applicants should have fluent written and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **STATISTICS — University of New Brunswick.** The Department of Mathematics and Statistics at the University of New Brunswick (Fredericton campus) invites applications for a tenure track position (starting 1 July, 2006) in theoretical or applied statistics. Interested parties with expertise in related fields (including, but not limited to, probability theory, operations research, and actuarial science) are also strongly encouraged to apply. Candidates should have a PhD in statistics or in a related discipline, a demonstrated potential for research, and a strong commitment to excellence in teaching. An interest in statistical consulting would be an asset. The Department seeks candidates either to enhance or to complement current areas of expertise. Information on Department interests can be found at the URL http://www.math.unb.ca. Applications should include full curriculum vitae and applicants should ask three or more referees to send letters of reference directly to the address below. The names and addresses (including phone and fax numbers and e-mail address) of the referees should be listed in the application. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity. Applications should be sent to: Dr. Jon Thompson, Chair, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., Canada, E3B 5A3; e-mail: dept@math.unb.ca. Fax: 506-453-4705. The deadline for receipt of applications is Tuesday, 15 November, 2005.

■ **STATISTICS — University of Toronto.** The Department of Statistics, University of Toronto invites applications for a tenure-stream appointment at the Assistant Professor level starting July 1, 2006. Duties will include research, undergraduate and graduate teaching and involvement in graduate supervision. Demonstrated or potential excellence in research and teaching, and a doctoral degree are required. Applicants from all areas of statistics will be considered, including applicants with an interdisciplinary background in a related area such as, for example, image processing, machine learning, data mining, genetics, and environmental science. Letters of application with curriculum vitae, graduate transcripts and reprints should be sent to Professor Keith Knight, Chair, Department of Statistics, University of Toronto, 100 St. George Street, Room 6018, Toronto, Ontario, Canada M5S 3G3 by November 30, 2005. Applicants should ask three references to send a letter of recommendation under separate cover to the same address by the stated deadline. Salary to be commensurate with qualifications and experience. Information on the Department of Statistics at the University of Toronto is available on the department's home page at www.utstat.toronto.edu. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

■ **SYSTEMS & COMPUTER ENGINEERING — Carleton University.** Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Systems and Computer Engineering at Carleton University to commence January 1, 2006. This position is subject to budgetary approval. Applicants must have a PhD in Engineering Management, Business, Electrical Engineering, Computer Engineering, or Computer Science or equivalent disciplines. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates must be able to teach graduate courses in the Master of Engineering in Telecommunications Technology Management program and undergraduate courses offered by the department. Candidates must have demonstrated capability in research in the field of engineering management (examples: time to market, management of design organizations, technical entrepreneurship, marketing of technology-based products, e-business, project management, etc.). The Department also conducts technical research in the following areas, and the candidate should be able to relate their research to one or more of these areas: communications networks and systems; network protocols; network computing; real time systems, embedded systems, and software/hardware interfaces; multimedia communication systems; and signal processing. Preference will be given to candidates with a track record of teaching, research, collaboration with industry and the ability to attract research funding. The objective of the Master of Engineering in Telecommunications Technology Management program is to train engineers and computer scientists to become competent and efficient managers of the engineering processes that deliver innovative telecommunications systems, products, and services. The emphasis is on design, development, and technical support, areas for which engineers are normally responsible and where their technical expertise and practical knowledge are critical. Information on the Master of Engineering in Telecommunications Technology Management program can be found at http://www.sce.carleton.ca/dept/gs/. The Department of Systems and Computer Engineering is research-intensive, hosting a large and active community of some 280 graduate students in four programs: MASc and PhD in Electrical Engineering, MSc in Information and Systems Science, and MEng in Telecommunications Technology Management. The department takes full advantage of the high concentration of industry, government and university communications and information technology-oriented research and development organizations in the Ottawa area. It has a strong track record of research collaboration with many of the area's software and communications firms. It is a major participant in CITO (Communications and Information Technology Ontario), MITACS (Mathematics of Information Technology and Complex Systems), and other federal and Ontario Centres of Excellence and research consortia.

■ **SYSTEMS & COMPUTER ENGINEERING — Carleton University.** Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Systems and Computer Engineering to commence January 1, 2006. This position is subject to budgetary approval. Applicants must have a PhD in Electrical Engineering, Computer Engineering, or an equivalent discipline. Membership in a Canadian professional engineering association is required at the time of appointment or within two years of appointment. Candidates should be ready to teach undergraduate and graduate courses in the area of computer systems, real-time embedded systems, and biomedical engineering. Candidates must have demonstrated capability in research in an area of interest to the Department, including biomedical engineering, computer systems, sensor systems, software engineering, or management of engineering processes, as well as others. Preference will be given to candidates with a track record of teaching, research, collaboration with industry and the ability to attract research funding. The Department of Systems and Computer Engineering is research-intensive, hosting a large and active community of some 280 graduate students in four programs: MASc and PhD in Electrical Engineering, MSc in Information and Systems Science, and MEng in Telecommunications Technology Management. The department takes full advantage of the high concentration of industry, government and university communications and information technology-oriented research and development organizations in the Ottawa area. It has a strong track record of research collaboration with many of the area's software and communications firms. It is a major participant in CITO (Communications and Information Technology Ontario), MITACS (Mathematics of Information Technology and Complex Systems), and other federal and Ontario Centres of Excellence and research consortia.

■ **TEACHING ENGLISH AS A SECOND LANGUAGE — University of British Columbia.** The Department of Language and Literacy Education at the University of British Columbia invites applications one or more tenure track or academic appointment at the Assistant, Associate or Full Professor level in Teaching English as a Second Language. The appointment will become effective July 1, 2006 or as soon as it is filled, and is subject to final budgetary approval. Applicants for this position will have a doctoral degree (or be in the final stages of its completion), will have begun a program of research and publications, and have broad experience teaching English at the elementary, secondary or adult levels. Successful candidates will have a PhD in applied linguistics, second language education, or closely related field, and will have a strong track record of research and publications. They will be required to teach undergraduate and graduate courses in TESL, supervise graduate students, and pursue a program of scholarly research and publication. A broad background in research and the ability to advise graduate students in a range of research methodologies will be an asset. The department particularly welcomes applications from people with expertise in several of the following areas: Asia-Pacific EFL education; language as social or sociocultural practice; technology in language education; research in multilingual, multicultural communities, and discourse analysis. Proficiency in an additional language, preferably a language of the Asia-Pacific region, and knowledge of linguistics and pedagogical or functional grammar are highly desirable. The Department offers programs leading to the PhD, MA and M.Ed. degrees, as well as several post baccalaureate diplomas. Programs and courses within the Department include: English/Language Arts/Reading Education, Teaching English as a Second Language, Modern Languages Education and Teacher Librarianship. About 200 graduate students, including 40 PhD students, are enrolled in the department. In addition, the Department has large responsibilities in the teacher education program. Faculty members have research interests in a variety of areas. The greater Vancouver area is a culturally diverse area and the department has good working relationships and research initiatives with schools, communities, Ministries, and colleges. Vancouver has been identified as one of

T

CAUT ACPPU
BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applicants for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th St. N.W., Washington, DC 20005, tel: (202) 737-5900 or visit www.aaup.org.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du Bulletin une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005; tél (202) 737-5900 ou voir www.aaup.org.

Tarifs de publicité

SECTION CARRIÈRES

Grandes annonces ..... 60 $/pouce-col.
Annonces classées ..... 1 $/mot

SECTION ÉDITORIALE

Les grandes annonces sont vendues dans des formats prédéterminés. Voir www.acppu.ca/fr/bulletin/advertising/default.asp.

AUTRES TARIFS

Supplément pour quadrichromie ..... 900 $
Impression numérique (quadrichromie) ..... 75 $
Espace-prime (les grandes annonces) ..... +25 %
Ristourne d'agence (prêts à photographier) ..... –15 %

Les tarifs sont en vigueur jusqu'en juin 2006

Advertising Rates

CAREERS PAGES

Display ads $60/col.inch
Classified ads $1/word

EDITORIAL PAGES

Advertising rates for page units available at www.caut.ca/en/bulletin/advertising/default.asp.

OTHER CHARGES

Colour surcharge (CMYK) $900
Digital output (CMYK ads only) $75
Premium space (display ads only) ..... +25%
Agency commission (camera-ready display ads) ..... –15%

All prices in effect until June 2006

Ad Deadlines 2005–2006

The *Bulletin* is published 10 times during the academic year.

ISSUE	CLASSIFIED	DISPLAY
[illegible]	[illegible]	[illegible]
November	October 5/05	October 12/05
December	November 2/05	November 9/05
January	December 1/05	December 8/05
February	January 4/06	January 11/06
March	February 1/06	February 8/06
April	March 1/06	March 8/06
May	April 5/06	April 12/06
June	May 3/06	May 10/06

All ad material must reach CAUT by the deadline.

Right on Target for Academics.

CAUT BULLETIN

Contact Johanne Smith

TEL (613) 820.2270 *FAX* (613) 820.2417
EMAIL ads@caut.ca

2675 Queensview Drive, Ottawa, ON K2B 8K2

✂ CLIP & SAVE

Dates limites 2005–2006

Le *Bulletin* est publié dix fois pendant l'année universitaire.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
[illegible]	[illegible]	[illegible]
Novembre	5 octobre 2005	12 octobre 2005
Décembre	2 novembre 2005	9 novembre 2005
Janvier	1 décembre 2005	8 décembre 2005
Février	4 janvier 2006	11 janvier 2006
Mars	1 février 2006	8 février 2006
Avril	1 mars 2006	8 mars 2006
Mai	5 avril 2006	12 avril 2006
Juin	3 mai 2006	10 mai 2006

Les annonces doivent parvenir à l'ACPPU avant la date limite

LE BULLETIN DE L'ACPPU

Veuillez vous adresser à Johanne Smith

TÉL. (613) 820.2270 *TÉLÉC.* (613) 820.2417
COURRIEL ads@caut.ca

2675, promenade Queensview, Ottawa ON K2B 8K2

✂ DÉCOUPEZ ET CONSERVEZ

CAREERS CARRIÈRES

the most desirable cities in which to live. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadian citizens and permanent residents of Canada will be given priority. The closing date for applications is October 1, 2005. Applications should include a current curriculum vitae, names of three referees together with their addresses, phone numbers and email addresses, a statement of research interests, and an example of recently published work. Applications should be directed to: Lee Gunderson, Head, Department of Language Education, Faculty of Education, University of British Columbia, 2125 Main Mall, Vancouver BC, Canada, V6T 1Z4. Telephone: (604) 822-5235; Fax: (604) 822-3154; E-mail: lee.gunderson@ubc.ca.

■ **THEATRE — Concordia University.** The Department of Theatre at Concordia University is embarking on an exciting period of renewal and is looking for an interesting combination of artist/scholar to assist us in developing a new vision. We are inviting applications for a tenure-track position at the level of Assistant Professor for our undergraduate program starting on January 1, 2006, pending budgetary approval. In addition to expertise in the area of Theatre Performance, we will give preference to applicants with experience in one or more of the following areas; performance theory, performance art and directing. Candidates should have completed or nearly completed a terminal degree (MFA or PhD) and in the case of senior artists, a significant body of professional work. Experience and demonstrated excellence in scholarship and teaching at the university level are desirable. Successful candidates will be expected to develop and maintain productive research profiles leading to external funding and/or collaborations. We hope that the candidate will also demonstrate an energetic commitment to program development. Applications, including a résumé, the names of at least three referees, and three letters of reference should be sent to Chair, Department of Theatre, Concordia University, 7141 Sherbrooke St. West, Montreal, QC, H4B 1R6. Deadline for receipt of applications is October 15, 2005. If we already have your curriculum vitae on file, please feel free to submit a cover letter only. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity.

■ **TOURISM STUDIES — Sir Wilfred Grenfell College.** Sir Wilfred Grenfell College is seeking to fill a tenure-stream permanent position in Tourism Studies, at the Assistant or Associate Professor level to commence January 1, 2006. Applicants must have a PhD in hand, in either Tourism or a closely-related cognate area. The BA in Tourism Studies is a new program, having been approved in June of 2005. It will be located within the Division of Social Science, an area which includes disciplines central to Tourism Studies such as Economics, Environmental Studies and Business. While there is some flexibility in teaching and research areas, the successful candidate must be prepared to teach a range of courses in Tourism Studies, from introductory survey courses to fourth-year specialty courses. This position offers a rare opportunity to help operationalize a new Tourism Studies degree. The appointment is subject to budgetary approval. Salary will reflect qualifications and experience in accordance with the Collective Agreement governing faculty at Memorial University of Newfoundland. Review of applications will begin October 1, 2005 and will continue until the position is filled. A letter indicating the position applied for, as well as a curriculum vitae, teaching dossier, and the names/addresses of three references should be submitted to: Dr. Holly Pike, Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Book, NL A2H 6P9. Tel: 709-637-6231; fax: 709-637-6218; email hpike@swgc.ca. For further information visit www.swgc.ca. Reference: VPA-GRSS-2005-003 All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

U

■ **UNDERGRADUATE SEMESTER IN DIALOGUE — Simon Fraser University.** We are inviting applications for a full-time, limited term, assistant professor position to teach in Simon Fraser University's Undergraduate Semester in Dialogue. Each semester we develop an original and intensive learning experience that uses interactive learning and dialogue to focus student education on public issues. Full information can be found at www.sfu.ca/dialogue/undergrad. The initial appointment will be for three years, with an option to renew for an additional two years. Primary responsibilities will include developing courses and teaching in this innovative learning model. Other duties may include conducting workshops for faculty in dialogue-based teaching and collaborating on research into the effectiveness of dialogue in university environments. Qualifications include a PhD and demonstrated expertise using diverse collaborative approaches to learning, particularly dialogue-focused paradigms. Academic discipline is open, but teaching and research experience in connecting academia with community and public issues is highly desirable. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Note that Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applications should include a cover letter, curriculum vitae, a statement of teaching interests and experience, copies of relevant publications, three letters of reference, academic transcripts, and if available teaching evaluations. Applications should be received no later than 30 September 2005, and be sent to: Mark Winston, Director, Undergraduate Semester in Dialogue, Simon Fraser University @ Harbour Centre, 3309-515 W. Hastings St., Vancouver, B.C., V6B 5K3, Canada.

W

■ **WOMEN'S STUDIES/PHILOSOPHY — University of Waterloo.** The Department of Philosophy and the Women's Studies Program at the University of Waterloo invite applications for a tenured joint appointment at the rank of Associate Professor or a joint probationary (tenure-track) rank open, beginning 1 July 2006. A PhD in Women's Studies or Philosophy, with a clear emphasis on a program of research, and experience in teaching feminist philosophy and interdisciplinary approaches to women's studies at the undergraduate level, are required. Candidates should be prepared to serve as Director of Women's Studies. Interested persons are invited to view the programs' websites at: www.adm.uwaterloo.ca/interdis/women and www.philosophy.uwaterloo.ca. Applicants will demonstrate ability to teach some of the required courses in Women's Studies. The University aims to hire individuals who have demonstrated excellence in teaching, research, and scholarship, and especially those who have well-established research programs. The successful applicant will be expected to develop a continuing research program, and to seek external research funding. New faculty are eligible for funding in support of research and scholarly activities. Applicants should submit a letter of application, an example of their research (preferably published), and a current CV. Applicants should also arrange for three confidential letters of reference to be forwarded to: Ms. Mary Clare, Secretary to the Joint Phil./WS Appointment Committee, PAS Building, Room 3009, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. The review of applications will begin November 1, 2005. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. For more information about the University of Waterloo, please visit our website at www.uwaterloo.ca.

ACCOMMODATIONS

■ **EDINBURGH, SCOTLAND** — Fully furnished 3-bedroom flat for rent from September 2006 to June 2007. Centrally located (New Town). All modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick/Stephen Brown (705) 748-1011 x 1238 Trent University. Email: k.chittick@trentu.ca or swbrown@trentu.ca.

ANNOUNCEMENTS

■ **FELLOWSHIPS AVAILABLE — Radcliffe Institute for Advanced Study.** The Radcliffe Institute for Advanced Study at Harvard University awards approximately 45 fully funded fellowships each year. Radcliffe Institute fellowships are designed to support scholars, scientists, artists and writers of exceptional promise and demonstrated accomplishment, who wish to pursue work in academic and professional fields and in the creative arts. Applicants must have received their doctorate or appropriate terminal degree by December 2004 in the area of the proposed project. Radcliffe welcomes proposals from small groups of scholars who have research interests or projects in common. Please check the Web site for more information. The stipend amount is $55,000. Fellows receive office space and access to libraries and other resources of Harvard University. During the fellowship year, which extends from early September 2006 through June 30, 2007, residence in the Boston area is required as is participation in the Institute community. Fellows are expected to present their work-in-progress and to attend other fellows' events. Applications must be postmarked by October 3, 2005. For more information, visit our Web site at www.radcliffe.edu. Write, call, or e-mail for an application: Radcliffe Application Office, 34 Concord Ave., Cambridge, MA, 02138. Ph: 617-496-1324; fax: 617-495-8136; fellowships@radcliffe.edu.

Send ads via e-mail!
ads@caut.ca

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Canada Research Chair (Tier 1)

Ranked as one of the top nursing schools in Canada, the Faculty of Nursing at the University of Alberta is the largest in the country and is poised for continued growth. The Faculty of Nursing offers a full range of degree programs at the undergraduate and graduate levels and has the distinction of being the first funded nursing doctoral program in Canada. The Faculty has established an international reputation for the quality and scope of nursing research and, with that, research funding has increased eight-fold over the past seven years. Key focal areas of research within the Faculty are Global Health, Health Systems and Services, Evidence Based Clinical Practice, Innovative Learning Environments, and Population Health.

The Faculty of Nursing is seeking to nominate a *Tier I Canada Research Chair*. The Canada Research Chairs program was established in 2000 by the Canadian Government to foster world-class research excellence. Tier I Chairs are viewed as outstanding researchers, acknowledged by their peers as world leaders in their fields.

The Tier I Canada Research Chair would be expected to develop and lead programs of innovative, focused, and high quality research, particularly clinical research in symptom management. The Chair would teach graduate courses (potential of one course per year) and would attract and supervise graduate students and post-doctoral fellows. The appointee would also attract excellent trainees, students and future researchers and would contribute to capacity building in the Faculty through graduate research training, teaching, mentoring of colleagues and young researchers, and the development of collaborative initiatives.

Applicants must be doctorally qualified with an established program of research. They must be recognized as leaders within their fields and have a successful record of attracting and supervising graduate students and post-doctoral fellows. Eligibility to be registered as a nurse in the Province of Alberta is required. The Canada Research Chair is valued at $200,000 per year for a seven-year term. The successful applicant will receive a competitive salary commensurate with qualifications, supplemented with an excellent benefits plan, significant research support, and relocation assistance.

To apply for this position, send your letter of application, curriculum vitae, a proposed 5-year research plan, and the names of three referees to:

Ms. Elizabeth Hurley or Ms. Pam Sprague
Davies Park
904 Oxford Tower, 10235-101 Street
Edmonton, Alberta, Canada T5J 3G1
Fax: (780) 426-2936
E-mail: careers@daviespark.com

Visit the Davies Park website at **www.daviespark.com** for a copy of the Opportunity Profile.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Arts et sciences

La Faculté des arts et des sciences sollicite des candidatures pour :

Un poste de professeure ou professeur	>	pour une Chaire de recherche du Canada (niveau 2), au Département d'anthropologie, en Anthropologie de la Chine.
Un poste de professeure ou professeur	>	au rang d'adjoint, agrégé ou titulaire au Département de chimie, dans le domaine de la chimie bio-analytique.
Un poste de professeure ou professeur	>	pour une Chaire de recherche du Canada (niveau 2), au Département d'études françaises, en Histoire et théorie de la littérature.
Un poste de professeure ou professeur	>	pour une Chaire de recherche du Canada (niveau 2) au Département de littératures et de langues modernes ou au Département de sociologie, en Études allemandes et européennes.
Un poste de professeure ou professeur	>	au rang d'adjoint, au Département de psychologie, dans le domaine de la psychologie clinique (troubles mentaux graves).
Un poste de professeure ou professeur	>	pour une Chaire de recherche du Canada (niveau 2) au Département de sociologie, en Relations ethniques et études sur le pluralisme culturel et linguistique.

Dates d'entrée en fonction : Variables selon les postes (sous réserve d'approbation budgétaire).

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'égalité dans l'emploi pour les femmes, les minorités visibles et ethniques, les autochtones et les personnes handicapées.

Pour le plus amples informations, veuillez consulter notre site web : **www.fas.umontreal.ca.**

Université de Montréal

SUBSCRIBE NOW!

BULLETIN SUBSCRIPTION FORM

NAME

ADDRESS

CITY PROVINCE/STATE

COUNTRY POSTAL/ZIP CODE

10 ISSUE SUBSCRIPTION

❑ *Canada $35.00 + GST OR HST* ❑ *U.S.A. $45.00 CA* ❑ *Overseas $55.00 CA*

PAYMENT

❑ *VISA/Mastercard/Amex* CARD# EXP /

CARDHOLDER NAME

❑ *Cheque/Money Order Enclosed*
❑ *Bill Me*
❑ *Please do not trade my name with others.*

MAIL TO: CAUT, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2

CAUT

REGISTER for this CONFERENCE BEFORE SEPTEMBER 24 and SAVE!

Academic Freedom Post-9/11

28-30 October 2005

MARRIOTT TORONTO BLOOR YORKVILLE HOTEL

Governments have responded aggressively to security concerns in the aftermath of September 11. Sweeping anti-terrorism laws have been introduced; executive powers of governments have been strengthened; and long-standing civil liberties called into question.

The Harry Crowe Foundation is hosting a conference to consider the post-9/11 impact on universities and colleges. Bringing together leading experts from across North America, the conference will look at lessons from past times when security fears threatened academic freedom and will examine the current situation in Canada, the United States and internationally. The conference is open to representatives from faculty associations, student organizations, NGOs, governments, trade unions and members of the public.

FRIDAY

Noon REGISTRATION

1.45 OPENING SESSION

Welcome

Howard Pawley (President, Harry Crowe Foundation)

2.00 PLENARY

The Sacking of Bertrand Russell at Cambridge in 1916: Implications for Today

Andrew Bone (Senior Research Associate, Bertrand Russell Research Centre, McMaster University)

3.00 REFRESHMENT BREAK

3.15 PLENARY PANEL

Lessons from the Cold War Era

Chandler Davis (Professor Emeritus of Mathematics, University of Toronto; Distinguished Editor, Linear Algebra and its Applications; Editor-in-Chief, The Mathematical Intelligencer. After refusing to testify before the House UnAmerican Activities Committee without invoking the 5th Amendment, Davis was dismissed from the University of Michigan, convicted for contempt of Congress and jailed. He came to the University of Toronto in 1962.)

Lee Lorch (Professor Emeritus of Mathematics, York University; Fellow, Royal Society of Canada; Honorary Life Member, International Society for Analysis, its Applications and Computation. Lorch moved to Canada (University of Alberta) in 1959 as a result of political persecution during the Cold War.)

4.30 DISCUSSION GROUPS

Today and Yesteryear: Similarities and Differences

6.00 RECESS

SATURDAY

9.00 PLENARY

Anti-Terrorism Laws and Academic Freedom: Canadian Perspectives

Allan Manson (Professor and Chair of Graduate Studies, Faculty of Law, Queen's University; former Deputy Judge, Yukon Territorial Court; Author of *Law of Sentencing* and co-author of *Sentencing and Penal Policy in Canada*.)

Kent Roach (Professor of Law, University of Toronto; Member, Advisory Panel for Policy Review for the Arar Inquiry; Author of *September 11: Consequences for Canada*, and co-editor of *The Security of Freedom: Essays on Canada's Anti-terrorism Bill*; Fellow, Royal Society of Canada; Managing Editor, The Criminal Law Quarterly.)

10.30 REFRESHMENT BREAK

10.45 DISCUSSION GROUPS

Reflections on the Canadian Experience

Noon LUNCH (Not Provided)

1.30 PLENARY

Anti-Terrorism Laws and Academic Freedom: American Perspectives

Jonathan R. Cole (John Mitchell Mason Professor of the University, Columbia University; Provost and Dean of Faculties, Emeritus, Columbia University; Fellow, American Academy of Arts and Sciences; National Associate, U.S. National Academies of Sciences; Author of *Academic Freedom Under Fire*, Daedalus, Spring 2005.)

Robert O'Neil (Director, Thomas Jefferson Center for the Protection of Free Expression; University Professor, Faculty of Law, University of Virginia; Former President, University of Virginia; Former President, University of Wisconsin; Chair, American Association of University Professors Special Committee on Academic Freedom and National Security in a Time of Crisis.)

3.00 REFRESHMENT BREAK

3.15 PLENARY

Anti-Terrorism Laws and Academic Freedom: International Perspectives

Ben Hayes (Director of the Statewatch European Monitoring and Documentation Centre on Justice and Home Affairs in the EU (SEMDOC) and editor of the Statewatch European Monitor.)

Peter Leuprecht (Directeur, Institut d'études internationales de Montréal, Université du Québec à Montréal; UN Representative of the Secretary General for Human Rights in Cambodia; Former Dean of Law, McGill University; Former Deputy Secretary-General, Council of Europe; Recipient, Prix du civisme européen; Member, committee of four Sages asked to prepare a human rights agenda for the European Union for the year 2000.)

Maureen Webb (Legal Officer, Canadian Association of University Teachers; Author of Global Surveillance, a report of the International Civil Liberties Monitoring Group.)

5.00 RECESS

SUNDAY

9.00 PLENARY

Secrecy in Research

Joel R. Lexchin (Emergency Physician, University Health Network; Associate Professor, School of Health Policy and Management, York University; Associate Professor, Department of Family and Community Medicine, University of Toronto; Author of "Transparency in Drug Regulation: Mirage or Oasis?")

Nancy Olivieri (Professor of Medicine and Paediatrics, University of Toronto; Senior Scientist, Toronto General Research Institute, University Health Network.)

Ursula Franklin (University Professor Emerita, University of Toronto; Senior Fellow, Massey College; Companion, Order of Canada; Fellow, Royal Society of Canada; Author of *The Real World of Technology*; Recipient, Pearson Peace Medal.)

10.30 REFRESHMENT BREAK

10.45 PLENARY

Looking Back/Looking Ahead

Jon Thompson (Professor and Chair of Mathematics and Statistics, University of New Brunswick; Member, Arthurs Commission into Academic and Scientific Integrity; Chair, Olivieri Committee of Inquiry; Recipient, Milner Memorial Award.)

Roland Penner (Professor and former Dean of Law, University of Manitoba; former Attorney-General, Province of Manitoba; Member, Order of Canada.)

Noon CLOSING SESSION

Wrap-Up

Howard Pawley (President, Harry Crowe Foundation)

Brenda Gallie (Vice-President, Harry Crowe Foundation)

12.30 ADJOURNMENT

For registration and hotel information go to www.crowefoundation.ca or contact Nancy Gordon at 613-820-2270

EARLY REGISTRATION FEES (BEFORE SEPTEMBER 24):

$250 Participants with organizational support (faculty associations, universities, unions, governments, NGOs) | $70 Individuals | $25 Students

Harry Crowe Foundation

2675 Queensview Drive, Ottawa, Ontario K2B 8K2 | Tel: 613-820-2270 | Email: hcf@crowefoundation.ca

www.crowefoundation.ca